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HUMAN RESOURCES MANAGEMENT: COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 45/239 A of 21 December 1990 and 47/226 of 8 April 1993. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. The information provided in the report can be found mainly in the statistical tables inserted throughout its text as well as in those contained in annex I. In order to reflect the administrative changes which have taken place during July and August 1994, the List of Staff of the United Nations Secretariat (A/C.5/49/L.2) has been issued as of 30 September 1994. The List will not therefore coincide with the present report.

3. Information concerning women at the United Nations can also be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat. A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report, in accordance with the views of Member States as expressed during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

4. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

5. There are a number of United Nations subsidiary organs which enjoy special status granted by the General Assembly concerning the appointment of their staff: the United Nations Children's Fund (UNICEF); the United Nations Development Programme (UNDP); the Office of the United Nations High Commissioner for Refugees (UNHCR); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the United Nations University (UNU); the secretariat of the International Civil Service Commission (ICSC); the Registry of the International Court of Justice (ICJ); and the International Trade Centre (ITC).

Total staff of the United Nations

6. The total number of staff of the United Nations as of 30 June 1994 was 33,967, of whom 14,865 were assigned to the Secretariat of the United Nations and 19,102 to the secretariats of United Nations subsidiary organs (see para. 5 above). As regards funding, 11,032 staff occupied posts financed from the regular budget and 22,935 staff posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A. These data are also illustrated in figures 1-3.

Table A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs by category and source of funds as of 30 June 1994

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	
United Nations Secretariat	3 528	224	6 857	10 609	637	600	3 019	4 256	14 865
UNDP	-	-	-	-	825 a/	1 118 b/	6 467 c/	8 410	8 410
UNHCR	51	29	168	248	417	496	1 674	2 587	2 835
UNICEF	-	-	-	-	1 639 d/	729	4 852	7 220	7 220
UNITAR	-	-	-	-	14	-	7	21	21
UNRWA e/	82	-	9	91	48	-	-	48	139
ITC f/	-	-	-	-	67	49	160	276	276
ICSC	18	-	23	41	-	-	-	-	41
ICJ	17	-	26	43	-	-	-	-	43
UNU	-	-	-	-	20	24	73	117	117
TOTAL	3 696	253	7 083	11 032	3 667	3 016	16 252	22 935	33 967

a/ Including only UNDP core budget.

b/ Including all other UNDP funds (UNFPA, Office of Project Services (OPS), Junior Professional Officers (JPO), UNV, United Nations Sudano-Sahelian Office (UNSO), United Nations Revolving Fund for Natural Resources Exploration (UNRFNRE), United Nations Capital Development Fund (UNCDF), United Nations Financing System for Science and Technology for Development (FSSTD), Inter-agency Procurement Services Office (IAPSO), Project personnel).

c/ Including National Officers, Field Service level.

d/ Including National Officers.

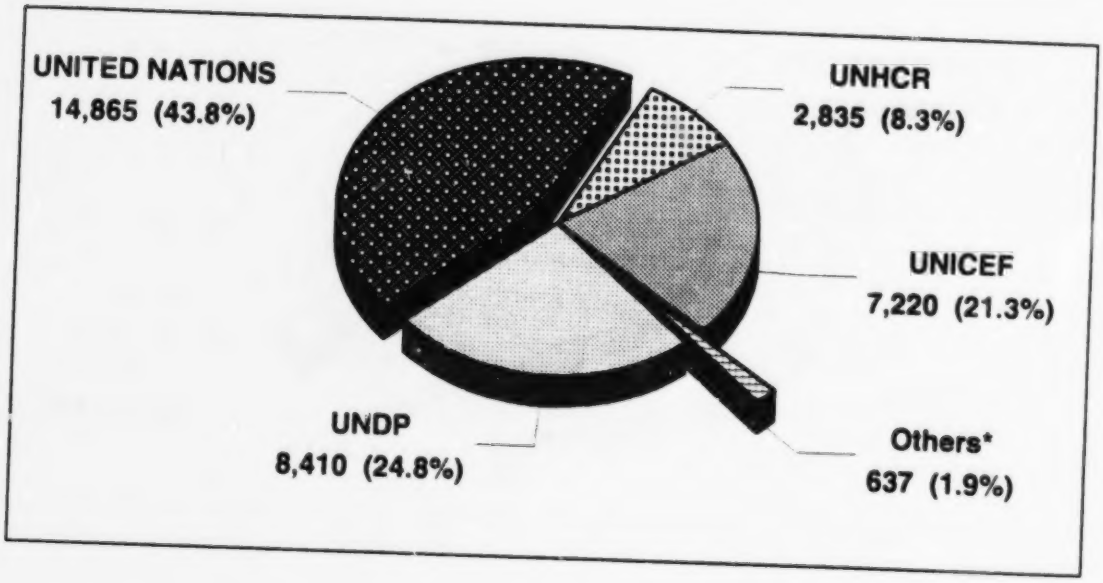
e/ UNRWA also has 19,507 (38.1 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

Figure 1

Staff of the United Nations Secretariat and subsidiary organs

(33,967 staff)

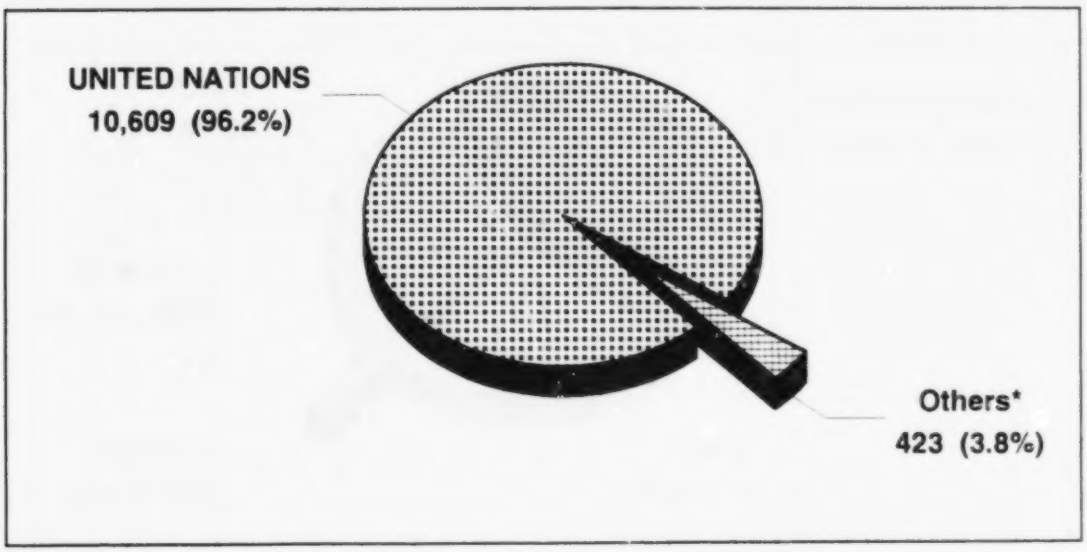


* The others include: ICJ - 43, ICSC - 41, ITC - 276, UNITAR - 21, UNRWA - 139 and UNU - 117.

Figure 2

Distribution of staff in posts financed from the regular budget

(11,032 staff)



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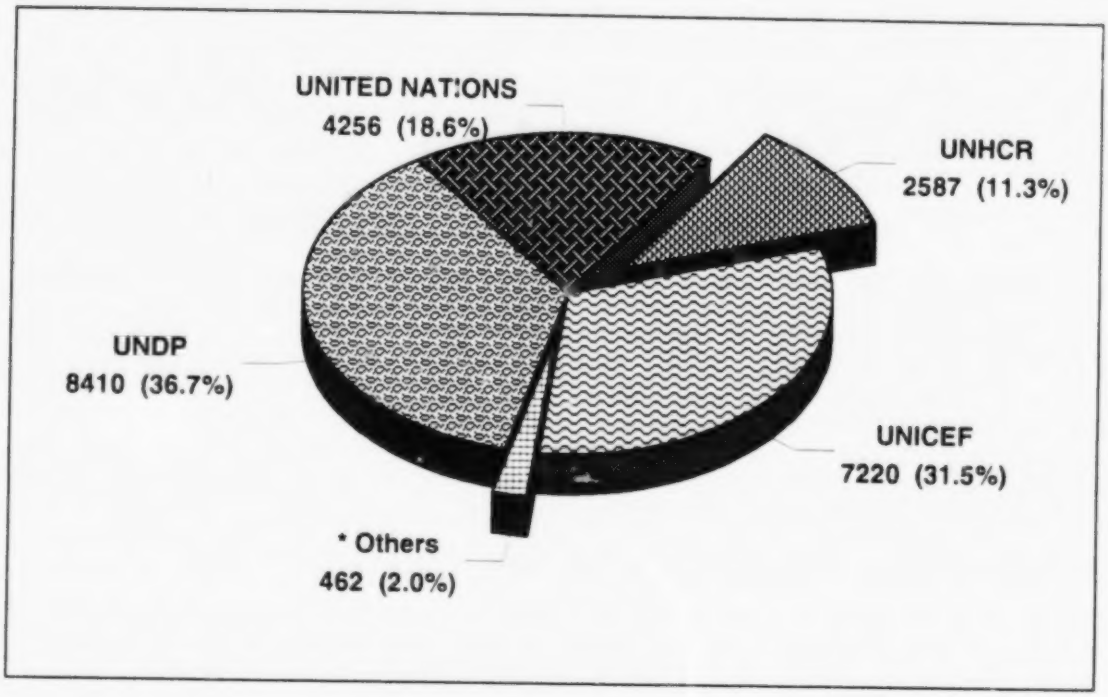
* The others include: ICJ - 43, ICSC - 41, UNHCR - 248 and UNRWA - 91.

Figure 3

Distribution of staff in posts financed from extrabudgetary sources

(22,935 staff)



* The others include: UNITAR - 21, ITC - 276, UNRWA - 48 and UNU - 117.

Principles governing the recruitment and employment of staff

7. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

8. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 5 above).

B. Posts subject to geographical distribution

9. A particular group of staff of the United Nations secretariat are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,550, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

10. There are a number of staff members who are excluded from the principle of geographical distribution. As mentioned before, the largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 5 above).

11. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the General Service and related categories such as Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre for Human Settlements (Habitat) (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations Information Centres.

12. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in annex I, table 1.

C. Representation of Member States

13. The representation of Member States is assessed in conformity with the system of desirable ranges. 1/ Member States fall into four categories resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution: unrepresented; underrepresented; within-range; and overrepresented. 2/

14. As of 30 June 1994, including the newly admitted Member State of Andorra, there were 28 unrepresented Member States, as compared with 29 on 30 June 1993. They were: Andorra, Armenia, Azerbaijan, Bahrain, Brunei Darussalam, Democratic People's Republic of Korea, Eritrea, Estonia, Kazakhstan, Kuwait, Kyrgyzstan, Latvia, Lithuania, Maldives, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Namibia, the Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Uzbekistan and Vanuatu. 3/

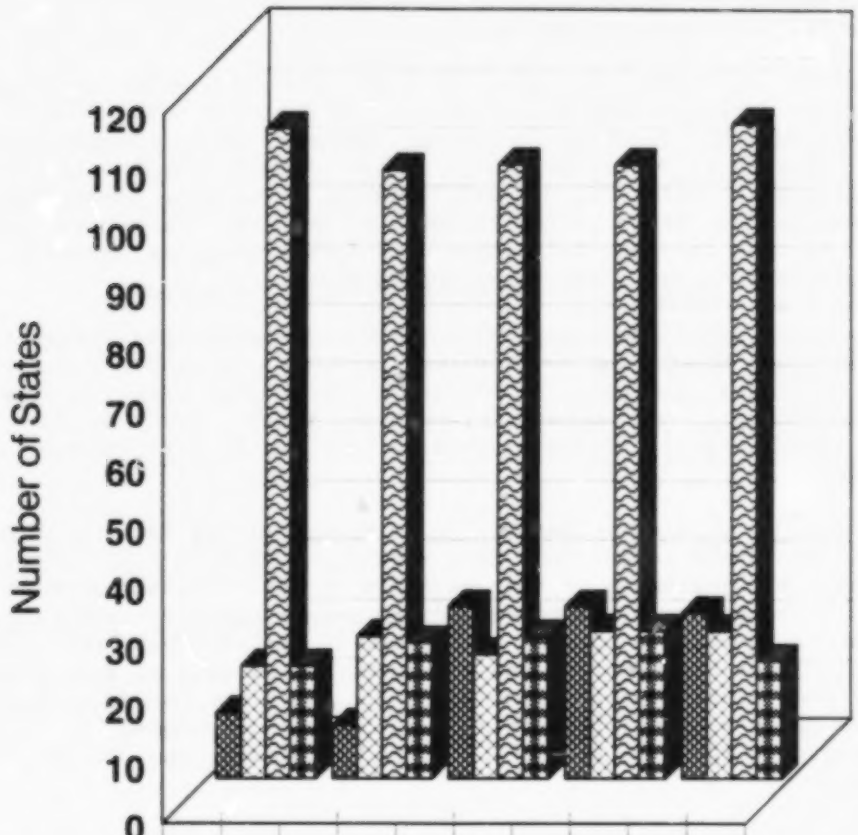
15. On 30 June 1994, there were 25 underrepresented Member States: Albania, Angola, Bahamas, Bosnia and Herzegovina, Botswana, Cape Verde, Croatia, Djibouti, Dominica, Georgia, Guinea-Bissau, Indonesia, Japan, Lao People's Democratic Republic, Liechtenstein, Mongolia, Panama, Paraguay, Qatar, Republic of Korea, Saudi Arabia, Slovenia, Ukraine, the United Arab Emirates and Venezuela. 4/

16. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States, and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave, and changes of nationality).

17. The evolution in the comparative representation of Member States in geographic posts over the period 30 June 1993-30 June 1994 is illustrated in figure 4.

Figure 4

Representation of Member States



	6/90	6/91	6/92	6/93	6/94
Unrepresented	11	9	29	29	28
Underepresented	19	24	21	25	25
Within Range	110	103	104	104	111
Overrepresented	19	23	24	25	20

Unrepresented Underepresented Within Range
Overrepresented

D. Groupings of Member States

18. In conformity with the request of the General Assembly in resolution 45/239 A, the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II A to the report. Table B in the text shows the number of Member States in each geographical region arranged by degree of representation during the period 1990-1994.

19. Information concerning the representation of developing and other countries is shown in table C, which shows the situation each year during the five-year period 1990-1994. In accordance with past practice, ad hoc desirable ranges for, respectively, developing countries and other countries have been established by totalling the desirable ranges of all countries in each group (see annex II for the composition of the groups).

20. The first column of table C indicates the group and the second column the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the Assistant Secretary-General level and above. The figures in parentheses show the situation of women. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

Table B

Number of Member States by region and degree of representation in the Secretariat as at 30 June 1990, 1991, 1992, 1993 and 1994

Region	Year	Member States	Unrepre-sented	Underrepre-sented	Within range	Overrepre-sented
AFRICA	1990	52	3	3	39	7
	1991	52	1	6	36	9
	1992	52	2	6	35	9
	1993	53	3	6	36	8
	1994	53	4	5	36	8
ASIA AND THE PACIFIC	1990	27	4	6	13	4
	1991	27	4	5	12	6
	1992	31	8	5	12	6
	1993	31	7	5	15	4
	1994	31	7	5	17	2
EUROPE (EASTERN)	1990	11	1	2	8	0
	1991	10	1	1	8	0
	1992	24	15	0	9	0
	1993	27	14	6	6	1
	1994	27	12	6	8	1
EUROPE (WESTERN)	1990	18	0	2	16	0
	1991	19	1	4	14	0
	1992	20	2	3	15	0
	1993	21	3	1	14	3
	1994	22	2	1	17	1
LATIN AMERICA	1990	21	0	1	17	3
	1991	21	0	1	17	3
	1992	21	0	1	17	3
	1993	21	0	1	17	3
	1994	21	0	3	14	4

Region	Year	Member States	Unrepre-sented	Underrepre-sented	Within range	Overrepre-sented
MIDDLE EAST	1990	16	2	3	9	2
	1991	16	2	3	9	2
	1992	16	2	3	9	2
	1993	16	2	3	8	2
	1994	16	2	3	10	1
NORTH AMERICA AND THE CARIBBEAN	1990	14	1	2	8	3
	1991	14	0	4	7	3
	1992	14	0	3	8	3
	1993	14	0	2	9	3
	1994	14	0	2	9	3
OTHERS	1990	2*				
	1991	2*				
	1992	2*				
	1993	2*				
	1994	2*				
TOTAL	1990	159 (100%)	11 (6.9%)	19 (11.9%)	110 (69.2%)	19 (11.9%)
	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)
	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)
	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)
	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)

* Non-Member States.

Table C

Distribution of staff in posts subject to geographical distribution among developing and other countries from 1990 to 1994

(showing number of women)

Group	Year	Combined desirable ranges	Group mid-point	Per-cent-age	Number of staff	Percentage	Number at D-1 and above	Per-cent-age	Number at D-2 and above	Per-cent-age	Number at ASG and above	Per-cent-age
Developing countries	1990	945-1 279	1 112.0	41.2	1 128 (277)	44.4 (38.5)	174 (4)	48.6	53 (2)	43.1	21 (0)	47.7
	1991	945-1 278	1 111.4	41.2	1 160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
	1992	907-1 227	1 067.0	39.5	1 155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
	1993	904-1 223	1 063.7	39.4	1 141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
	1994	896-1 212	1 053.7	39.0	1 118 (332)	44.2 (40.2)	166 (17)	48.5	51 (6)	45.5	22 (2)	59.5
Other countries	1990	1 350-1 826	1 588.0	58.8	1 414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
	1991	1 350-1 827	1 588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
	1992	1 388-1 878	1 633.3	60.5	1 435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
	1993	1 391-1 882	1 636.9	60.6	1 405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
	1994	1 400-1 894	2 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
TOTAL	1990	2 295-3 105	2 700.0	100.0	2 542 (720)	100.0 (100.0)	358 (26)	100.0	123 (10)	100.0	44 (2)	100.0
	1991	2 295-3 105	2 700.0	100.0	2 580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0
	1992	2 295-3 105	2 700.0	100.0	2 590 (792)	100.0 (100.0)	355 (37)	100.0	114 (11)	100.0	34 (1)	100.0
	1993	2 295-3 105	2 700.0	100.0	2 546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0
	1994	2 295-3 105	2 700.0	100.0	2 528 (825)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0

E. Staff at the senior levels - Principal Officer (D-1) and above

Representation of developing and other countries

21. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

22. The action taken by the Secretary-General in this regard during the period 1990-1994 is reflected in table C. The representation of developing countries and other countries at the senior and policy-formulating levels is shown in several columns to the right of this table. More detailed information on the representation of Member States at these and other levels can be found in table 4 in annex I to the present report.

Representation in the upper echelons (Assistant Secretary-General and Under-Secretary-General)

23. In the same resolution, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat (Assistant Secretary-General and Under-Secretary-General), to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

24. During the period under review, nationals of France, Sweden, Lebanon, Denmark and the United States of America were appointed or reassigned to positions previously encumbered by nationals of, respectively, Austria, Germany, Italy, Sweden and the United States. Newly created posts are occupied by nationals of Ecuador, Egypt, Guinea and Mexico. A vacant post was filled by a national of Gambia.

F. Representation of women

25. At its forty-sixth session, the General Assembly adopted resolution 46/100 of 16 December 1991, on the improvement of the status of women in the Secretariat.

26. At its forty-fifth session, the General Assembly adopted resolution 45/239 C of 21 December 1990, on improvement of the status of women in the Secretariat. In that resolution, the Assembly urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in particular in senior policy-level and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and

integrity with full respect for the principle of equitable geographical distribution.

27. In the same resolution, the Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995. Efforts made during the period 30 June 1990-30 June 1994 led to an increase of 96.2 per cent in the representation of women at the D-1 level and above.

28. In the same resolution, the Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

29. The efforts to meet the requests of the Assembly concerning women continue. As of 30 June 1994, the number of women in geographic posts was 830, or 32.6 per cent. Table 3A in annex I shows the distribution of men and women by region and level.

30. The evolution of the proportion of women in geographic posts between 30 June 1990, when it was 28.3 per cent, and 30 June 1994 is shown in table D. This table also shows women staff for each region as a percentage of all staff (table D1) and as a percentage of women staff only (table D2). These data are also illustrated in figures 5 and 6.

31. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1984 and on 30 June 1994 are shown in table E. The percentage of women in geographic posts rose from 22.2 to 32.4 per cent over this period, and the percentage of women in language posts moved from 33.5 to 35.4 per cent. Figure 7 shows how the percentage of women in geographic posts has increased between 1984 and 1994.

Table D1

Women in posts subject to geographical distribution as a percentage of all staff from 30 June 1990 to 30 June 1994

(by region of origin)

Year	1990	1991	1992	1993	1994
REGION					
Africa	2.50	2.78	2.80	2.88	2.94
Asia and the Pacific	5.46	5.65	6.17	6.33	6.78
Europe (Eastern)	0.94	1.00	1.00	0.82	0.75
Europe (Western)	7.65	7.46	7.67	7.93	8.00
Latin America	2.73	2.85	2.95	3.03	3.10
Middle East	0.94	1.04	1.07	1.13	1.25
North America and the Caribbean	7.88	8.23	8.70	8.86	9.53
Others	0.20	0.19	0.19	0.27	0.20
TOTAL	28.30	29.19	30.56	31.25	32.55
Increase (decrease) (Percentage points)	1.39	0.89	1.37	0.69	1.30
TOTAL STAFF: 2 550			TOTAL WOMEN STAFF:		830

Table D2

Women in posts subject to geographical distribution from 30 June 1990 to 30 June 1994 as a percentage of women staff only

(by region of origin)

Year	1990	1991	1992	1993	1994
REGION					
Africa	8.83	9.49	9.16	9.20	9.04
Asia and the Pacific	19.31	19.37	20.20	20.27	20.84
Europe (Eastern)	3.31	3.42	3.26	2.61	2.29
Europe (Western)	27.03	25.56	25.06	25.37	24.58
Latin America	9.66	9.75	9.66	9.70	9.52
Middle East	3.31	3.56	3.51	3.61	3.86
North America and the Caribbean	27.86	28.19	28.48	28.36	29.28
Others	0.69	0.66	0.63	0.87	0.60
TOTAL	100.00	100.00	100.00	100.00	100.00
TOTAL WOMEN STAFF:	725	759	797	804	830

Figure 5

Women as percentage of all staff

By region and year

(June 1990-June 1994)

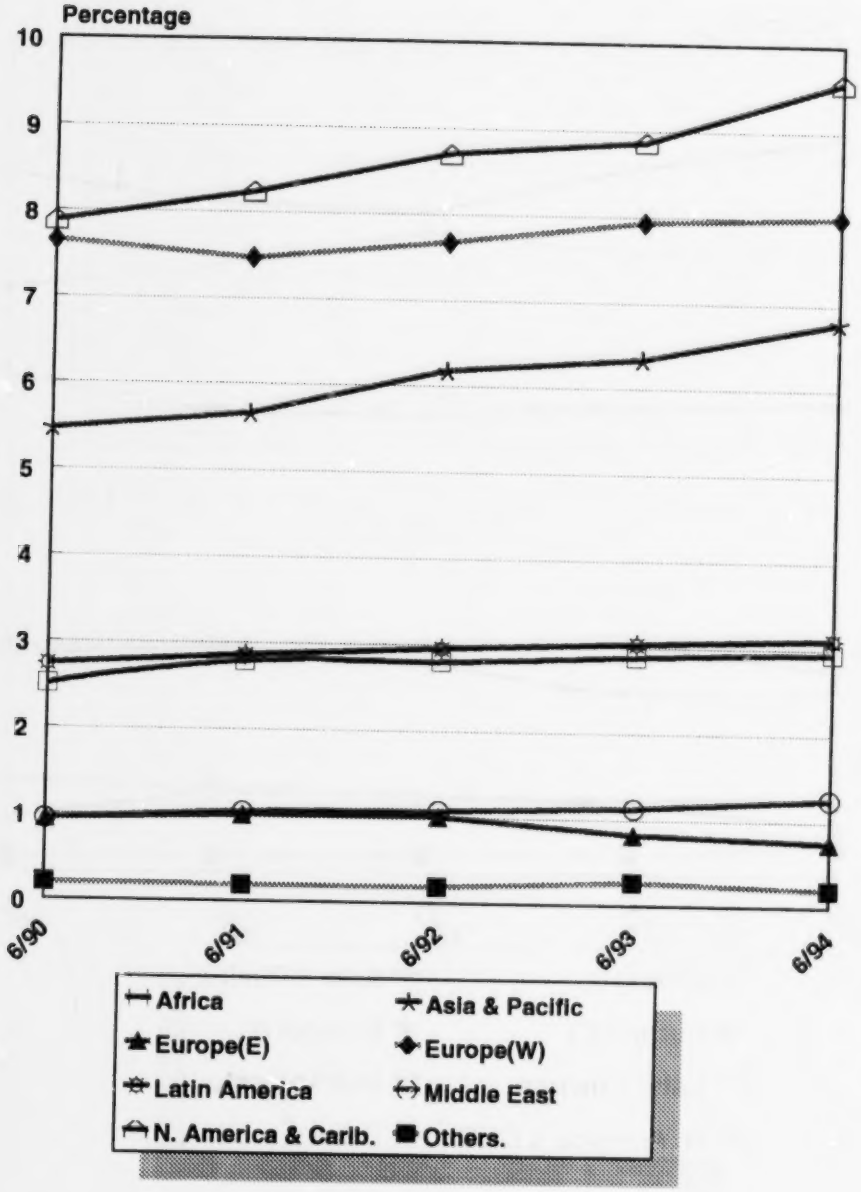


Figure 6

Women as percentage of all women staff

By region and year

(June 1990-June 1994)

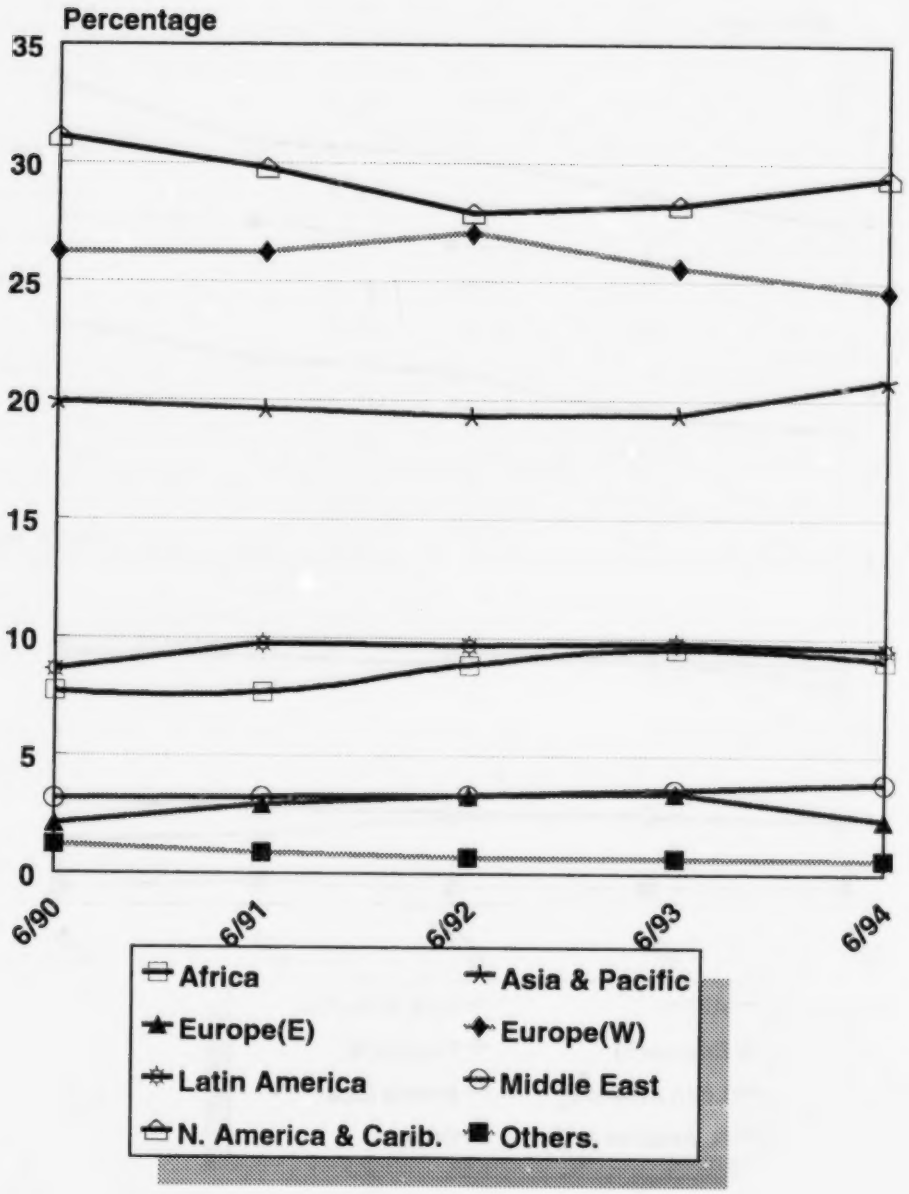


Table E

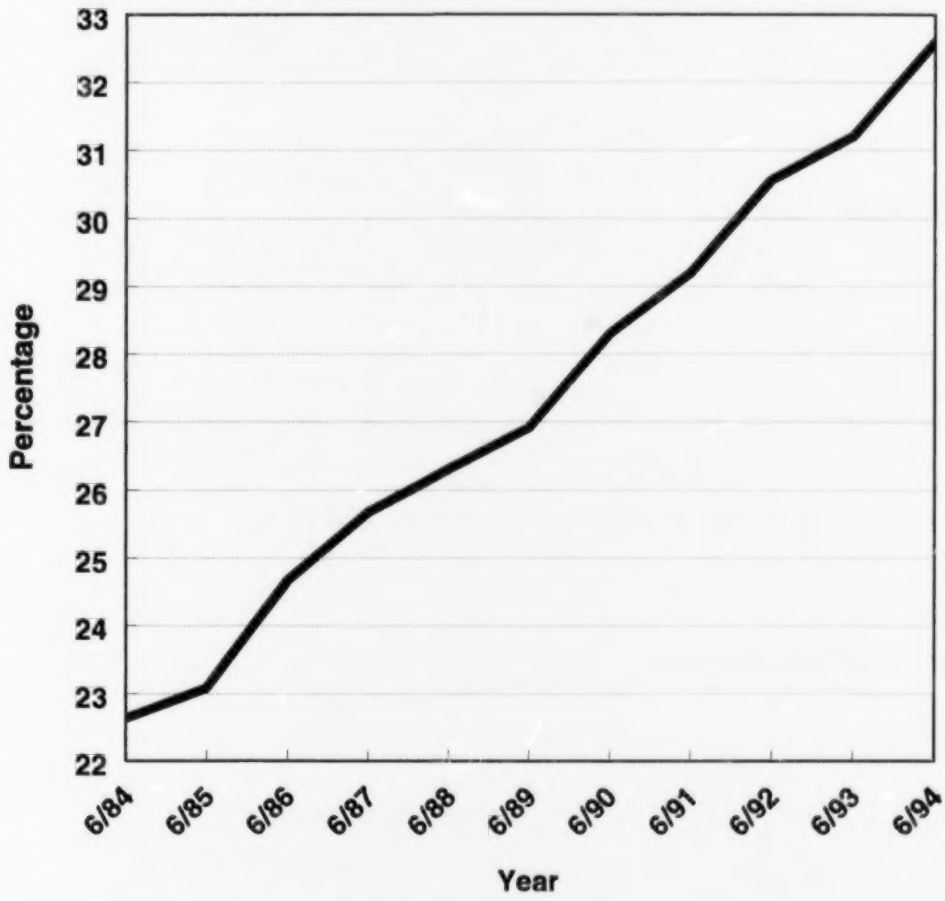
Number and percentage of women at each level in 1984 and 1994 in posts subject to geographical distribution and in posts with special language requirements

	Geographic posts				Language posts a/			
	1984		1994		1984		1994	
Level	Number of women	Percentage	Number of women	Percentage	Number of women	Percentage	Number of women	Percentage
USG	1	3.6	2	10.5	-	-	-	-
ASG	3	13.0	2	11.1	-	-	-	-
D-2	4	4.6	14	18.7	-	-	-	-
D-1	14	5.6	34	14.7	-	-	-	-
P-5	44	7.8	122	24.5	38	31.7	36	27.3
P-4	127	16.1	246	33.8	105	35.0	129	37.9
P-3	241	31.2	240	39.3	127	35.1	120	34.5
P-2	197	47.5	168	45.5	44	28.2	19	48.7
P-1	35	53.8	2	100.0	-	-	-	-
TOTAL	666	22.2	830	32.6	314	33.5	304	35.4

a/ It should be noted that language posts are from P-1 to P-5 only.

Figure 7

Representation of women in posts subject to geographical distribution, 1984-1994



32. The number, sex, nationality and level of the staff appointed to geographic posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F.

33. Additional information on the representation of women can be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat.

Table F

Number of appointments to posts subject to geographical distribution between 1 July 1993 and 30 June 1994 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
Level	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	0	0.0	0	4	100.0	4
ASG	1	25.0	1	3	75.0	3
D-2	2	50.0	2	2	50.0	2
D-1	0	0.0	0	1	100.0	1
P-5	1	8.3	1	11	91.7	10
P-4	6	33.3	4	12	66.7	9
P-3	21	56.8	12	16	43.2	10
P-2	21	47.7	9	23	52.3	12
P-1	0	0.0	0	0	0.0	0
TOTAL	52	41.9	20	72	58.1	37 a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

G. Recruitment activities

Appointments to posts subject to geographical distribution during the period 1 July 1993 to 30 June 1994

34. In resolution 45/239 A, the General Assembly urged the Secretary-General, whenever making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

35. In Bulletin ST/SGB/247 of 6 February 1992, on temporary suspension of recruitment, the Secretary-General announced his decision to suspend external recruitment for posts in the Professional category until further notice. All exceptions to this suspension would have to be authorized by the Assistant Secretary-General for Human Resources Management and would be limited to a minimum. This temporary suspension of recruitment was, however, lifted by the Secretary-General on 3 June 1994.

36. During the reporting period (1 July 1993 to 30 June 1994) 124 appointments were made to posts subject to geographical distribution. 5/ Of these, 2 (or 1.6 per cent) were of nationals of unrepresented Member States; 20 (or 16.1 per cent) of nationals of underrepresented Member States; 92 (or 74.2 per cent) of nationals of within-range Member States; and 10 (or 8.1 per cent) of nationals of overrepresented Member States. 6/ Further details concerning the number and levels of these appointments can be found in paragraphs 37-41 below and in table 6 in annex I to this report.

National competitive examinations

37. Appointments to posts subject to geographical distribution during the reporting period included those of 49 candidates who were successful in national competitive examinations (41 for posts at the P-2 level and 8 for posts at the P-3 level). They were selected through examinations held in Brazil, Costa Rica, Finland, Germany, Italy, Japan, New Zealand, the Republic of Korea, Saudi Arabia, Spain and the United States. Successful candidates in these examinations were excluded, as a group, from the temporary suspension of recruitment.

38. These appointments account for 39.5 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 27 women, representing 55.1 per cent of these appointments 7 (or 87.5 per cent) for posts at the P-3 level and 20 (or 48 per cent) for posts at the P-2 level).

39. Three candidates (one woman and two men) were recruited at the P-2 level outside the context of national competitive examinations.

40. Competitive examinations for posts at the P-2 and P-3 levels were also held in Armenia, Botswana, Chad, Dominica, Gabon, Germany, Japan, Kyrgyzstan, Moldova, Papua New Guinea, Paraguay, Rwanda, St. Kitts and Nevis, Swaziland and

Venezuela. A number of successful candidates in these examinations are currently under recruitment.

Recruitment of women

41. Between 1 July 1993 and 30 June 1994, 52 women were appointed to posts subject to geographical distribution, representing 41.9 per cent of the 124 appointments made during the reporting period. Women from developing countries accounted for 11 appointments, that is to say, 21.2 per cent of the 52 appointments of women made during the reporting period.

Notes

1/ The desirable ranges for the representation of Member States are shown in annex II, table 4.

2/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within-range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

3/ To reduce the number of unrepresented Member States, national competitive examinations have been or soon will be held in 16 of the above 28 Member States.

4/ To reduce the number of underrepresented Member States, national competitive examinations have been or soon will be held in 17 of the above 25 Member States.

5/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

6/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1993, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/48/559). Although the fluctuations in the representation of Member States during the reporting year are not taken into account directly in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

LIST OF ABBREVIATIONS USED IN THE TABLES

AM	Department of Administration and Management
AMIAD	Internal Audit Division
AMOCS	Office of Conference Services
AMOGS	Office of General Services
AMOHRM	Office of Human Resources Management
AMOPPBF	Office of Programme Planning, Budgeting and Finance
DDSMS	Department for Development Support and Management Services
DESIPA	Department for Economic and Social Information and Policy Analysis
DPCSD	Department for Policy Coordination and Sustainable Development
DHA	Department of Humanitarian Affairs
DPKO	Department of Peace-keeping Operations
DPA	Department of Political Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HR	Centre for Human Rights
INIORG	Inter-organization bodies:
	Joint Inspection Unit (JIU)
	Consultative Committee on Administrative Questions (CCAQ)
	International Computing Centre (ICC)
	Advisory Committee for the Coordination of Information Systems (ACCIS)
MISSION	Special Missions
PAHO	Pan-American Health Organization
OII	Office for Inspections and Investigations
OLA	Office of Legal Affairs
REGCOM	Regional Commissions Liaison Office
SAPP	Special Adviser to the Secretary-General for Public Policy
SPTASN	Staff on special temporary assignment
UNCC	United Nations Compensation Commission

UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCS	United Nations Common Services (Nairobi)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna

ANNEX I

Statistical tables

A. Regional tables

1. Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

2. Staff in posts subject to geographical distribution by office and region

3. Staff by region, level and gender

   A. Staff in posts subject to geographical distribution

   B. Staff in posts with special language requirements

   C. Total staff in posts subject to geographical distribution and posts with special language requirements

B. Nationality tables

4. Staff in posts subject to geographical distribution by nationality and level (showing number of women staff)

   A. Staff in posts subject to geographical distribution by region and level (showing number of women staff)

5. Staff in posts subject to geographical distribution by nationality and type of appointment

   A. Staff in posts subject to geographical distribution by region and type of appointment

6. Appointments to posts subject to geographical distribution by nationality and level (showing number of women staff)

   A. Appointments to posts subject to geographical distribution by region and level (showing number of women staff)

7. Staff changes in posts subject to geographical distribution by nationality and type of appointment (showing number of women staff)

   A. Staff changes in posts subject to geographical distribution by region and type of appointment (showing number of women staff)

8. Staff in posts with special language requirements by nationality and level (showing number of women staff)

   A. Staff in posts with special language requirements by region and level (showing number of women staff)

9. Professional and higher level staff specifically appointed for mission service by nationality and level (showing number of women staff)

   A. Professional and higher level staff specifically appointed for mission service by region and level (showing number of women staff)

10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points by nationality

C. Other tables

11. Women staff of the United Nations and related agencies in Professional and higher level posts

12. Gender distribution of staff in the United Nations Secretariat by department or office and by grade

   A. Professional and higher level staff in posts subject to geographical distribution

   B. Professional staff in posts with special language requirements

   C. Professional and higher level staff in posts subject to geographical distribution and posts with special language requirements

   D. Staff in the General Service and other related categories

A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1994)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	415	421	231	804	218	125	514	22	2 550
LANGUAGE b/	119	130	141	234	81	40	104	10	859
MISSION c/	51	39	23	80	30	4	40	4	271
UNEP d/	68	49	19	84	25	7	30	4	286
INTERAGENCY e/	2	-	1	1	1	-	5	-	10
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	5	-	-	3	-	2	-	-	10
ON LEAVE h/	2	3	7	13	1	3	7	1	37
SECONDED i/	4	3	-	21	4	-	8	1	41
TOTAL	666	648	422	1 040	381	181	708	42	4 086

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, the United Nations Centre for Human Settlements (Habitat) or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1994)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	191	254	136	298	107	44	356	4	1 390
ECE	1	4	28	44	3	3	9	1	93
ESCAP	1	80	7	17	1	1	17	-	124
ECLAC	1	4	3	23	88	3	24	-	124
ECA	141	5	5	11	3	1	6	1	173
ESCWA	7	3	1	2	-	37	9	3	62
UNCTAD b/	30	25	21	68	19	19	21	8	211
UNEP/UNCHS b/	10	7	2	19	4	6	11	1	60
UNOG c/	23	31	19	84	9	10	43	3	222
UNOV	10	8	9	36	6	1	18	1	91
TOTAL	415	421	231	804	218	125	514	22	2 550

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Coordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1994)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		2	1	4	1	11	2	50	10	81	24	94	24	72	13	26			75 18.1	340 81.9	415
ASIA AND THE PACIFIC		4		3	2	5	5	35	18	39	46	63	57	82	45	37			173 41.1	248 58.9	421
EUROPE (EASTERN)		1			1	8		12	1	25	8	74	5	67	4	27			19 8.2	212 91.8	231
EUROPE (WESTERN)		8		2	4	17	12	42	23	94	48	103	67	87	49	49	1		204 33.8	400 66.2	604
LATIN AMERICA		2	1	3		6	4	12	13	35	21	29	19	22	20	30	1		79 36.2	139 63.8	218
MIDDLE EAST		1		3	2	1	3	14	8	23	7	35	8	10	4	6			32 25.6	93 74.4	125
N. AMERICA & CARIBBEAN	2	1		1	4	15	7	32	47	71	91	77	60	50	32	24			243 47.3	271 52.7	514
OTHERS							1	1	2	7	1	8		1	1	2			5 22.7	17 77.3	22
SUBTOTAL a/	2 10.5	17 89.5	2 11.1	18 88.9	14 18.7	81 81.3	34 14.7	198 85.3	122 24.5	375 75.5	248 33.8	481 66.2	240 39.3	371 60.7	168 45.5	201 54.5	2 0.0	0 0.0	830 32.6	1720 67.4	2 550
TOTAL	19		18		75		232		497		727		611		389		2		2 550		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	1	16	8	42	11	37	1	3			21 17.6	98 82.4	119
ASIA AND THE PACIFIC	2	16	11	34	18	48	1				32 24.6	98 75.4	130
EUROPE (EASTERN)		13	1	42	3	81		1			4 2.8	137 97.2	141
EUROPE (WESTERN)	19	27	62	51	38	25	7	5			126 53.8	108 46.2	234
LATIN AMERICA	7	10	22	12	13	10	2	5			44 54.3	37 45.7	81
MIDDLE EAST	1	5	2	10	7	11	1	3			11 27.5	29 72.5	40
N. AMERICA & CARIBBEAN	8	8	19	18	28	15	7	3			60 57.7	44 42.3	104
OTHERS		1	4	2	2	1					8 60.0	4 40.0	10
SUBTOTAL a/	36 27.3	96 72.7	129 37.9	211 62.1	120 34.5	228 65.5	19 48.7	20 51.3	0.0	0.0	304 35.4	555 64.6	859
TOTAL	132		340		348		39		0		859		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	2 10.5	17 89.5	2 11.1	16 88.9	14 18.7	61 81.3	34 14.7	198 85.3	158 25.1	471 74.9	375 35.1	892 84.9	380 37.5	599 62.5	187 45.8	221 54.2	2 100.0	0 0.0	1 134 33.3	2 275 66.7	3 409
	19		18		75		232		629		1 067		959		408		2		3 409		

a/ Percentages are given beneath each row and column total.

/...

B. NATIONALITY TABLES

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES													
Afghanistan	9	-	-	-	-	4	3	1	-	-	8	6.49	2-14
Albania	1	-	-	-	-	-	-	1	-	-	1	6.10	2-14
Algeria	18 (2)	1	-	2 (1)	4	8 (1)	1	1	-	-	17 (2)	8.90	4-14
Andorra	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Angola	1	-	-	-	-	-	1	-	-	-	1	6.28	2-14
Antigua and Barbuda	4 (4)	-	-	-	-	-	1 (1)	-	1 (1)	-	2 (2)	6.02	2-14
Argentina	26 (9)	-	-	2	4	7 (2)	5 (3)	3 (2)	4 (2)	-	25 (9)	15.15	10-20
Armenia	0	-	-	-	-	-	-	-	-	-	0	7.89	3-14
Australia	31 (14)	-	-	-	6 (1)	5 (2)	9 (5)	3 (2)	7 (3)	-	30 (13)	28.73	24-34
Austria	21 (9)	-	-	1 (1)	1 (1)	6 (1)	6 (3)	3 (2)	2 (2)	-	19 (10)	17.20	12-22
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	9.32	5-14
Bahamas	1 (1)	-	-	-	-	1 (1)	-	-	-	-	1 (1)	6.17	2-14
Bahrain	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Bangladesh	13	-	-	-	3	7	2	1	1	-	14	8.97	4-14
Barbados	6 (4)	-	-	-	-	2 (1)	3 (2)	1 (1)	-	-	6 (4)	6.02	2-14
Belarus	13	-	-	-	-	1	5	5	2	-	13	13.25	8-18
Belgium	24 (8)	-	-	1	1	12 (2)	8 (3)	4 (2)	2	-	28 (7)	21.86	17-27
Belize	3 (2)	-	-	-	-	1 (1)	-	1 (1)	1	-	3 (2)	6.02	2-14
Benin	6 (1)	-	-	-	1	1	2	1	-	-	5	6.14	2-14
Bhutan	4	-	-	-	-	-	1	1	2	-	4	6.06	2-14
Bolivia	5 (0)	-	-	-	1	1	-	3 (1)	-	-	5 (1)	6.21	2-14
Bosnia and Herzegovina	0 (0)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	6.57	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.05	2-14
Brazil	37 (14)	-	-	1	-	7 (2)	7 (3)	7 (2)	14 (6)	-	36 (13)	33.35	28-38
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	6.32	2-14
Bulgaria	8	-	-	-	1	2	2	3	-	-	8	8.02	3-14
Burkina Faso	7 (1)	-	-	1	1	3	1	1 (1)	1	-	8 (1)	6.25	2-14
Burundi	11 (2)	-	-	-	1	1	4 (1)	1	4 (1)	-	11 (2)	8.18	2-14
Cambodia	2	-	-	-	1	-	1	-	-	-	2	6.24	2-14
Cameroon	14 (3)	-	-	-	1	1	6	5 (2)	1 (1)	-	14 (3)	6.32	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Canada	58 (17)	1 (1)	-	1	5 (1)	12 (1)	20 (6)	11 (9)	3 (2)	-	53 (20)	52.73	45-61
Cape Verde	1	-	-	-	-	-	1	-	-	-	1	6.03	2-14
Central African Rep	4	-	-	-	-	-	1	1	2	-	4	6.10	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.17	2-14
Chile	27 (10)	-	-	3	4 (1)	4 (3)	3 (1)	5 (3)	9 (3)	1 (1)	29 (12)	7.39	3-14
China	43 (18)	1	-	1	8 (1)	10 (5)	14 (8)	10 (3)	-	-	44 (17)	46.76	40-54
Colombia	10 (1)	-	-	-	-	3	2	2 (1)	-	-	7 (1)	8.63	4-14
Comoros	2	-	-	-	-	-	-	2	-	-	2	6.03	2-14
Congo	5	-	-	-	-	1	2	1	-	-	4	6.08	2-14
Costa Rica	3 (0)	-	-	-	-	-	1	1 (1)	1	-	3 (1)	6.09	2-14
Cote d'Ivoire	12 (2)	-	-	-	-	1	4	7 (2)	-	-	12 (2)	6.49	2-14
Croatia	2 (2)	-	-	1 (1)	-	-	1 (1)	-	-	-	2 (2)	7.92	3-14
Cuba	10 (4)	-	-	-	-	-	3 (1)	1	6 (2)	-	10 (3)	7.47	3-14
Cyprus	5	-	1	-	3	1	-	-	-	-	5	6.18	2-14
Czech Republic	5 (1)	-	-	-	-	1	4 (1)	1	1	-	7 (1)	11.62	7-16
Democratic People's Rep. Korea	0	-	-	-	-	-	-	-	-	-	0	7.17	2-14
Denmark	13 (4)	1	-	-	-	4 (1)	3 (2)	4	2 (1)	-	14 (4)	15.65	11-20
Djibouti	1	-	-	-	-	-	-	-	1	-	1	6.03	2-14
Dominica	1	-	-	-	-	1	-	-	-	-	1	6.02	2-14
Dominican Republic	7 (3)	-	-	-	-	1	3 (2)	2 (1)	1	-	7 (3)	6.35	2-14
Ecuador	4 (1)	1	-	-	-	2 (1)	-	1	1	-	5 (1)	6.58	2-14
Egypt	14 (2)	-	2	-	3 (1)	8 (1)	2 (1)	2	2 (1)	-	17 (4)	8.28	3-14
El Salvador	4	-	-	-	1	-	2	-	-	-	3	6.15	2-14
Equatorial Guinea	3	-	-	-	-	-	-	2	1	-	3	6.03	2-14
Eritrea	0	-	-	-	-	-	-	-	-	-	0	6.08	2-14
Estonia	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
Ethiopia	26 (6)	-	-	-	-	3	5 (1)	9 (3)	9 (2)	-	26 (6)	7.32	3-14
Fiji	5 (1)	-	-	-	2	1	1 (1)	-	-	-	4 (1)	6.04	2-14
Finland	10 (2)	-	-	1	-	1	5 (2)	5 (3)	-	-	12 (5)	14.46	10-19
France	113 (48)	2	-	6 (1)	12 (5)	17 (3)	30 (15)	35 (14)	7 (3)	-	109 (41)	96.39	82-111

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Gabon	2	-	-	-	-	-	-	1	1	-	2	8.20	2-14
Gambia	7 (1)	-	-	-	3	1	3 (1)	-	-	-	7 (1)	8.04	2-14
Georgia	0	-	-	-	-	-	-	2	-	-	2	9.12	4-14
Germany	128 (38)	-	-	3 (1)	12 (3)	24 (5)	33 (7)	37 (14)	17 (9)	-	126 (39)	140.48	119-162
Ghana	15 (1)	1	-	1	3	3	2 (1)	1	-	-	11 (1)	8.41	2-14
Greece	13 (6)	-	1	-	1	1 (1)	2 (1)	4 (2)	1	-	10 (4)	11.32	7-16
Grenada	3	-	-	-	-	-	-	1	1	-	2	8.02	2-14
Guatemala	7 (1)	1	-	-	-	2	2 (1)	1	1	-	7 (1)	8.41	2-14
Guinea	8 (1)	-	1	1	-	1	2	2 (1)	-	-	7 (1)	8.17	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	8.04	2-14
Guyana	16 (7)	-	-	1	2	5 (4)	8 (4)	1	-	-	15 (8)	8.04	2-14
Haiti	8 (4)	-	1	-	2 (1)	1 (1)	1 (1)	-	1 (1)	-	8 (4)	8.19	2-14
Honduras	3	-	-	-	-	-	-	2	1	-	3	8.15	2-14
Hungary	7 (2)	-	-	-	-	-	1 (1)	1	3	-	5 (1)	8.80	4-14
Iceland	7 (1)	-	-	-	1	2	2	-	4 (1)	-	9 (1)	8.32	2-14
India	42 (10)	2	-	-	1	5 (1)	10 (4)	13 (4)	9 (2)	-	40 (11)	33.02	28-38
Indonesia	6 (2)	-	-	-	2	1	-	-	2 (2)	-	5 (2)	12.93	8-18
Iran (Islamic Republic of)	19 (6)	-	1	1	4 (2)	2 (1)	8 (4)	2 (1)	-	-	18 (8)	18.72	14-24
Iraq	12 (2)	-	-	-	1	5 (1)	3	-	1	-	10 (1)	8.28	3-14
Ireland	15 (4)	-	1	-	1	3	1	5 (4)	1	-	12 (4)	8.63	4-14
Israel	15 (5)	-	-	-	1	1 (1)	3 (1)	3 (1)	6 (2)	-	14 (5)	9.41	5-14
Italy	65 (24)	1	-	2	6 (1)	7 (3)	15 (4)	17 (5)	20 (12)	-	68 (25)	71.01	60-82
Jamaica	18 (7)	-	-	3 (1)	1	-	2	7 (4)	4 (2)	-	17 (7)	8.08	2-14
Japan	86 (41)	-	1	3 (2)	3 (1)	6 (4)	20 (6)	38 (19)	22 (16)	-	91 (48)	193.83	166-223
Jordan	15 (1)	-	-	-	1	1	7	4 (1)	-	-	13 (1)	8.12	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	11.49	7-16
Kenya	12 (2)	-	-	-	2	4	4 (1)	2	1 (1)	-	13 (2)	8.69	2-14
Kuwait	0	-	-	-	-	-	-	-	-	-	0	9.83	5-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.87	2-14
Lao People's Dem Rep	1	-	-	-	-	1	-	-	-	-	1	6.13	2-14
Latvia	0	-	-	-	-	-	-	-	-	-	0	7.88	3-14
Lebanon	20 (5)	-	1	-	2	6 (1)	4	5 (4)	2 (1)	-	20 (6)	6.09	2-14
Lesotho	7 (5)	-	-	-	-	1 (1)	2 (1)	3 (2)	1 (1)	-	7 (5)	6.06	2-14
Liberia	6 (3)	-	-	-	-	2	3 (2)	3 (1)	-	-	8 (3)	6.08	2-14
Libyan Arab Jam	6 (1)	-	-	-	1	2 (1)	3	-	-	-	6 (1)	9.55	5-14
Liechtenstein	0	-	-	-	-	-	-	-	1	-	1	6.02	2-14
Lithuania	0	-	-	-	-	-	-	-	-	-	0	8.19	3-14
Luxembourg	4 (1)	-	-	-	-	-	1	2 (1)	1	-	4 (1)	6.77	2-14
Madagascar	9 (1)	-	-	-	1	1	6 (1)	-	1	-	9 (1)	6.34	2-14
Malawi	10 (1)	-	-	-	1	4 (1)	2	3	-	-	10 (1)	6.24	2-14
Malaysia	15 (3)	-	1	-	2	5	4 (2)	2 (1)	-	-	14 (3)	6.10	3-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Mali	10	-	-	-	-	2	4	3	1	-	10	6.28	2-14
Malta	6	-	-	1	2	2	-	-	-	-	5	6.03	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Mauritania	6	-	-	1	-	1	-	4	-	-	6	6.07	2-14
Mauritius	11	-	-	2	1	3	2	1	-	-	9	6.04	2-14
Mexico	24 (11)	-	1 (1)	-	1 (1)	7 (1)	7 (3)	7 (4)	5 (3)	-	28 (13)	21.18	18-26
Micronesia (Fed. States of)	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Monaco	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Mongolia	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.07	2-14
Morocco	11 (4)	-	-	-	3	1	4 (2)	2 (2)	-	-	10 (4)	6.97	2-14
Mozambique	1	-	-	-	-	-	-	-	-	-	0	6.39	2-14
Myanmar	6	-	-	-	-	1	3	2	-	-	6	7.10	2-14
Namibia	0	-	-	-	-	-	-	-	-	-	0	6.06	2-14
Nepal	6	-	-	-	-	1	4	2	-	-	7	6.53	2-14
Netherlands	38 (4)	-	-	1 (1)	3	7	7 (1)	9	8 (3)	-	35 (5)	28.52	24-33
New Zealand	12 (5)	-	-	-	4 (1)	1 (1)	3 (1)	-	4 (2)	-	12 (5)	9.52	5-14
Nicaragua	7 (5)	-	-	-	-	2 (1)	-	-	4 (3)	-	6 (4)	6.12	2-14
Niger	4 (2)	-	-	-	1 (1)	1	1 (1)	1	1 (1)	-	5 (3)	6.22	2-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Nigeria	16 (1)	-	-	1	4	6	2	2 (1)	1	-	16 (1)	11.71	7-17
Norway	13 (7)	-	-	-	-	-	-	5 (1)	6 (5)	-	11 (6)	14.14	9-19
Oman	2 (1)	-	-	-	2 (1)	-	-	-	-	-	2 (1)	6.36	2-14
Pakistan	13 (3)	1	1	2	1	2 (1)	3 (1)	3 (1)	-	-	13 (3)	9.62	5-14
Panama	3	-	-	-	-	-	-	-	1	-	1	8.23	2-14
Papua New Guinea	2	-	-	-	-	-	-	2	-	-	2	8.12	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	6.28	2-14
Peru	17 (8)	-	2	-	1 (1)	5	5 (2)	3 (3)	1	-	17 (6)	7.32	3-14
Philippines	71 (41)	-	-	-	2 (1)	6 (2)	23 (12)	25 (16)	14 (8)	-	70 (39)	8.50	4-14
Poland	13	-	-	1	-	2	8	2	1	-	14	13.80	9-19
Portugal	5 (2)	-	-	-	-	2 (1)	1 (1)	1	1	-	5 (2)	9.08	4-14
Qatar	1	-	-	-	-	-	-	1	-	-	1	6.82	2-14
Republic of Korea	1 (1)	-	-	-	-	-	-	-	6 (3)	-	6 (3)	17.20	12-22
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	0	8.20	3-14
Romania	5	-	-	1	-	-	1	-	2	-	4	8.97	4-14
Russian Federation	145 (13)	1	-	3	8	18 (1)	51 (4)	47 (4)	12 (4)	-	138 (13)	109.20	93-126
Rwanda	4 (1)	-	-	-	-	-	-	3 (1)	-	-	3 (1)	8.20	2-14
Saint Kitts & Nevis	2 (2)	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)	6.02	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	3 (2)	-	-	4 (2)	6.02	2-14
Saint Vincent & Grnd	3 (1)	-	-	-	-	-	1	-	2 (1)	-	3 (1)	6.02	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	6.02	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	0	6.02	2-14
Saudi Arabia	4 (4)	-	-	1 (1)	-	1 (1)	1 (1)	1 (1)	1 (1)	-	5 (5)	20.52	16-25
Senegal	15 (5)	-	1	-	1	2 (1)	3 (1)	7 (3)	1 (1)	-	15 (6)	8.21	2-14
Seychelles	2	-	-	-	-	-	1	1	-	-	2	6.02	2-14
Sierra Leone	15 (4)	-	-	-	2	4	6 (3)	1	-	-	13 (3)	8.13	2-14
Singapore	11 (7)	-	-	-	1	3 (2)	3 (2)	4 (3)	-	-	11 (7)	7.72	3-14
Slovakia	2	-	-	-	-	-	-	1	3	-	4	8.67	4-14
Slovenia	1	-	-	-	-	1	-	-	-	-	1	7.25	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	8.03	2-14
Somalia	9 (2)	-	-	-	-	3	4 (2)	1	-	-	8 (2)	8.25	2-14
South Africa	11 (3)	-	-	-	-	2 (1)	2 (1)	4	3 (1)	-	11 (3)	12.94	8-18
Spain	28 (12)	-	-	1	2	1 (1)	11 (2)	8 (5)	10 (5)	-	31 (13)	36.24	31-42
Sri Lanka	9 (2)	-	-	1	3	-	-	2 (1)	3 (1)	-	9 (2)	8.45	2-14
Sudan	8	-	-	-	1	2	3	1	1	-	8	8.88	2-14
Suriname	3 (2)	-	-	-	-	-	1	1 (1)	-	-	2 (1)	8.03	2-14
Swaziland	4 (2)	-	-	-	-	-	-	3 (1)	-	-	3 (1)	8.04	2-14
Sweden	24 (7)	1	-	2	1 (1)	9 (1)	5 (1)	4 (4)	2	-	24 (7)	22.57	18-27
Syrian Arab Republic	9	1	-	-	-	3	3	-	-	-	7	8.78	2-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	8.75	2-14
Thailand	28 (15)	-	-	-	1	2	7 (4)	9 (6)	11 (7)	-	30 (17)	8.93	4-14
The former Yugoslav Rep Macedonia	0	-	-	-	-	-	-	-	-	-	0	8.08	2-14
Togo	5	-	-	-	1	-	2	-	1	-	4	8.11	2-14
Trinidad and Tobago	18 (8)	-	-	-	2	1 (1)	8 (5)	5 (1)	4 (3)	-	20 (10)	8.84	2-14
Tunisia	17 (1)	-	-	2	5	8 (1)	3	-	1	-	17 (1)	8.52	2-14
Turkey	11 (3)	-	-	1 (1)	1	5 (2)	4	1	-	-	12 (3)	11.34	7-16
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	8.86	2-14
Uganda	14 (4)	-	-	-	4	3 (1)	5 (1)	-	2 (2)	-	14 (4)	8.48	2-14
Ukraine	24 (2)	-	-	1	1	2	7	9 (1)	2	-	22 (1)	34.93	30-40
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	8.03	4-14
United Kingdom a/	83 (31)	1	-	2	11 (1)	19 (4)	23 (8)	13 (10)	13 (8)	1 (1)	83 (30)	81.86	70-94
United Rep Tanzania	19 (8)	-	1 (1)	1	4	3 (1)	6 (1)	4 (3)	-	-	19 (6)	8.71	2-14
United States America	371 (173)	2 (1)	1	14 (3)	29 (6)	95 (38)	126 (73)	79 (41)	39 (22)	-	385 (184)	383.44	328-441
Uruguay	10 (2)	-	-	-	-	5 (1)	2 (1)	2	-	-	9 (2)	8.54	2-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	10.09	5-15
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	8.02	2-14
Venezuela	8 (5)	-	-	-	2	1 (1)	5 (3)	-	-	-	8 (4)	13.65	9-18
Viet Nam	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	7.74	3-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Yemen	9 (1)	-	-	-	2	2 (1)	5	-	-	-	9 (1)	8.30	2-14
Yugoslavia	11 (1)	-	-	-	2	1	1	-	5	-	9 0	8.48	4-14
Zaire	15 (2)	-	-	-	1	3	8 (1)	3 (1)	-	-	15 (2)	7.01	2-14
Zambia	9	-	-	-	1	3	2	3	-	-	9	8.23	2-14
Zimbabwe	8 (1)	-	-	-	1	1	2 (1)	3	-	-	7 (1)	6.28	2-14
SUBTOTAL	424 (797)	19 (2)	18 (2)	75 (14)	230 (33)	488 (120)	720 (245)	810 (240)	368 (167)	2	2 528 (825)	359.47	308-413
OTHERS													
Former Czechoslovakia b/	6 (1)	-	-	-	-	-	1 (1)	1	2	-	4 (1)	0000000	0000000
Stateless	5 (1)	-	-	-	-	2	2	-	1 (1)	-	5 (1)		
Switzerland	14 (5)	-	-	-	2 (1)	7 (2)	4	-	-	-	13 (3)		
SUBTOTAL	27 (7)	-	-	-	2 (1)	9 (2)	7 (1)	1	3 (1)	-	22 (5)		
TOTAL	2 573 (804)	19 (2)	18 (2)	75 (14)	232 (34)	497 (122)	727 (248)	811 (240)	369 (168)	2	2 550 (830)		

a/ Includes nine staff members from the Territory of Hong Kong.

b/ Pending determination of nationality (Czech Republic or Slovakia).

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

REGION	NUMBER OF STAFF 30/06/93	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94	MID-POINT	DESIRABLE RANGE
AFRICA	424 (74)	2	5 (1)	12 (1)	52 (2)	91 (10)	118 (24)	96 (24)	39 (13)	-	415 (75)	359.47	308-413
ASIA AND THE PACIFIC	415 (163)	4	3	7 (2)	40 (5)	57 (18)	109 (46)	119 (57)	82 (45)	-	421 (173)	514.70	437-592
EUROPE (EASTERN)	237 (21)	1	-	7 (1)	12	28 (1)	82 (8)	72 (5)	31 (4)	-	231 (19)	354.27	301-407
EUROPE (WESTERN)	608 (204)	6	2	21 (4)	54 (12)	117 (23)	151 (48)	154 (67)	98 (49)	1 (1)	604 (204)	621.51	528-715
LATIN AMERICA	222 (78)	2	4 (1)	8	16 (4)	48 (13)	50 (21)	41 (19)	50 (20)	1 (1)	218 (79)	198.20	167-225
MIDDLE EAST	132 (29)	1	3	3 (2)	17 (3)	31 (8)	42 (7)	18 (8)	10 (4)	-	125 (32)	144.66	123-166
N. AMERICA & CARIBBEAN	508 (228)	3 (2)	1	19 (4)	39 (7)	118 (47)	168 (91)	110 (60)	56 (32)	-	514 (243)	509.65	433-586
OTHERS	27 (7)	-	-	-	2 (1)	9 (2)	7 (1)	1	3 (1)	-	22 (5)		
TOTAL	2 573 (804)	19 (2)	18 (2)	75 (14)	232 (34)	497 (122)	727 (248)	611 (240)	369 (188)	2 (2)	2 550 (830)		

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TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1993 AND 30 JUNE 1994)

COUNTRY	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES										
Afghanistan	8	-	1	9	11.1	7	-	1	8	12.5
Albania	-	-	1	1	100.0	-	-	1	1	100.0
Algeria	16	-	2	18	11.1	14	-	3	17	17.6
Andorra	-	-	-	-	0.0	-	-	-	-	0.0
Angola	1	-	-	1	0.0	1	-	-	1	0.0
Antigua and Barbuda	4	-	-	4	0.0	2	-	-	2	0.0
Argentina	21	-	5	26	19.2	20	-	5	25	20.0
Armenia	-	-	-	-	0.0	-	-	-	-	0.0
Australia	18	8	5	31	16.1	21	5	4	30	13.3
Austria	15	-	6	21	28.6	15	-	4	19	21.1
Azerbaijan	-	-	-	-	0.0	-	-	-	-	0.0
Bahamas	1	-	-	1	0.0	1	-	-	1	0.0
Bahrain	-	-	-	-	0.0	-	-	-	-	0.0
Bangladesh	11	-	2	13	15.4	11	-	3	14	21.4
Barbados	5	-	1	6	16.7	5	-	1	6	16.7
Belarus	7	-	6	13	46.2	7	-	6	13	46.2
Belgium	19	-	5	24	20.8	19	-	7	26	26.9
Belize	3	-	-	3	0.0	3	-	-	3	0.0
Benin	4	-	2	6	33.3	3	-	2	5	40.0
Bhutan	3	-	1	4	25.0	3	-	1	4	25.0
Bolivia	4	-	1	5	20.0	4	-	1	5	20.0
Bosnia and Herzegovina	-	-	-	-.	0.0	-	-	1	1	100.0
Botswana	-	-	1	1	100.0	-	-	1	1	100.0
Brazil	20	9	8	37	21.6	23	5	8	36	22.2
Brunei Darussalam	-	-	-	-	0.0	-	-	-	-	0.0
Bulgaria	6	-	2	8	25.0	6	-	2	8	25.0
Burkina Faso	4	-	3	7	42.9	4	-	4	8	50.0
Burundi	8	1	2	11	18.2	8	1	2	11	18.2
Cambodia	2	-	-	2	0.0	2	-	-	2	0.0
Cameroon	6	-	8	14	57.1	6	-	8	14	57.1
Canada	40	1	17	58	29.3	34	1	18	53	34.0
Cape Verde	1	-	-	1	0.0	1	-	-	1	0.0
Central African Rep	3	1	-	4	0.0	3	1	-	4	0.0
Chad	3	-	-	3	0.0	3	-	-	3	0.0
Chile	25	-	2	27	7.4	27	-	2	29	6.9
China	27	-	16	43	37.2	26	-	18	44	40.9
Colombia	7	-	3	10	30.0	5	-	2	7	28.6
Comoros	2	-	-	2	0.0	2	-	-	2	0.0

COUNTRY	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Congo	5	-	-	5	0.0	4	-	-	4	0.0
Costa Rica	1	1	1	3	33.3	1	1	1	3	33.3
Cote d'Ivoire	11	-	1	12	8.3	11	-	1	12	8.3
Croatia	1	-	1	2	50.0	1	-	1	2	50.0
Cuba	8	-	2	10	20.0	8	-	2	10	20.0
Cyprus	4	-	1	5	20.0	4	-	1	5	20.0
Czech Republic	1	1	3	5	60.0	1	1	5	7	71.4
Democratic People's Rep. Korea	-	-	-	-	0.0	-	-	-	-	0.0
Denmark	8	2	3	13	23.1	11	-	3	14	21.4
Djibouti	-	-	1	1	100.0	-	-	1	1	100.0
Dominica	-	-	1	1	100.0	-	-	1	1	100.0
Dominican Republic	6	-	1	7	14.3	6	-	1	7	14.3
Ecuador	3	-	1	4	25.0	3	-	2	5	40.0
Egypt	6	-	8	14	57.1	7	-	10	17	58.8
El Salvador	4	-	-	4	0.0	3	-	-	3	0.0
Equatorial Guinea	3	-	-	3	0.0	3	-	-	3	0.0
Eritrea	-	-	-	-	0.0	-	-	-	-	0.0
Estonia	-	-	-	-	0.0	-	-	-	-	0.0
Ethiopia	22	-	4	26	15.4	23	-	3	26	11.5
Fiji	3	-	2	5	40.0	2	-	2	4	50.0
Finland	5	-	5	10	50.0	5	2	5	12	41.7
France	90	2	21	113	18.6	86	-	23	109	21.1
Gabon	-	-	2	2	100.0	-	-	2	2	100.0
Gambia	6	-	1	7	14.3	6	-	1	7	14.3
Georgia	-	-	-	-	0.0	-	-	2	2	100.0
Germany	99	11	18	128	14.1	98	11	17	126	13.5
Ghana	8	-	7	15	46.7	8	-	3	11	27.3
Greece	10	-	3	13	23.1	9	-	1	10	10.0
Grenada	2	-	1	3	33.3	2	-	-	2	0.0
Guatemala	3	-	4	7	57.1	3	-	4	7	57.1
Guinea	4	-	2	6	33.3	4	-	3	7	42.9
Guinea-Bissau	-	-	1	1	100.0	-	-	1	1	100.0
Guyana	16	-	-	16	0.0	15	-	-	15	0.0
Haiti	5	-	1	6	16.7	5	-	1	6	16.7
Honduras	2	1	-	3	0.0	2	1	-	3	0.0
Hungary	3	3	1	7	14.3	3	-	2	5	40.0
Iceland	3	4	-	7	0.0	5	3	1	9	11.1
India	31	-	11	42	26.2	29	-	11	40	27.5
Indonesia	3	1	2	6	33.3	4	-	1	5	20.0

TABLE 5 (CONTINUED)

COUNTRY	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Iran (Islamic Republic of)	13	-	6	19	31.6	12	-	6	18	33.3
Iraq	9	-	3	12	25.0	7	-	3	10	30.0
Ireland	12	-	3	15	20.0	10	-	2	12	16.7
Israel	11	2	2	15	13.3	11	1	2	14	14.3
Italy	43	11	11	65	16.9	43	13	12	68	17.6
Jamaica	18	-	-	18	0.0	17	-	-	17	0.0
Japan	60	14	12	86	14.0	66	14	11	91	12.1
Jordan	9	-	6	15	40.0	8	-	5	13	38.5
Kazakhstan	-	-	-	-	0.0	-	-	-	-	0.0
Kenya	8	-	4	12	33.3	8	-	5	13	38.5
Kuwait	-	-	-	-	0.0	-	-	-	-	0.0
Kyrgyzstan	-	-	-	-	0.0	-	-	-	-	0.0
Lao People's Dem Rep	1	-	-	1	0.0	1	-	-	1	0.0
Latvia	-	-	-	-	0.0	-	-	-	-	0.0
Lebanon	16	-	4	20	20.0	15	-	5	20	25.0
Lesotho	6	-	1	7	14.3	6	-	1	7	14.3
Liberia	7	-	1	8	12.5	7	-	1	8	12.5
Libyan Arab Jam	5	-	1	6	16.7	5	-	1	6	16.7
Liechtenstein	-	-	-	-	0.0	-	1	-	1	0.0
Lithuania	-	-	-	-	0.0	-	-	-	-	0.0
Luxembourg	3	-	1	4	25.0	3	-	1	4	25.0
Madagascar	8	-	1	9	11.1	8	-	1	9	11.1
Malawi	7	-	3	10	30.0	7	-	3	10	30.0
Malaysia	13	-	2	15	13.3	13	-	1	14	7.1
Maldives	-	-	-	-	0.0	-	-	-	-	0.0
Mali	9	-	1	10	10.0	8	-	2	10	20.0
Malta	5	-	1	6	16.7	4	-	1	5	20.0
Marshall Islands	-	-	-	-	0.0	-	-	-	-	0.0
Mauritania	4	-	2	6	33.3	4	-	2	6	33.3
Mauritius	11	-	-	11	0.0	9	-	-	9	0.0
Mexico	20	-	4	24	16.7	21	-	7	28	25.0
Micronesia (Fed. States of)	-	-	-	-	0.0	-	-	-	-	0.0
Monaco	-	-	-	-	0.0	-	-	-	-	0.0
Mongolia	1	-	-	1	0.0	1	-	-	1	0.0
Morocco	10	-	1	11	9.1	9	-	1	10	10.0
Mozambique	-	-	1	1	100.0	-	-	-	-	0.0
Myanmar	5	-	1	6	16.7	5	-	1	6	16.7
Namibia	-	-	-	-	0.0	-	-	-	-	0.0
Nepal	7	-	1	8	12.5	5	-	2	7	28.6

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COUNTRY	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Netherlands	25	2	9	36	25.0	25	1	9	35	25.7
New Zealand	6	4	2	12	16.7	7	3	2	12	16.7
Nicaragua	3	3	1	7	14.3	2	4	-	6	0.0
Niger	2	-	2	4	50.0	2	-	3	5	60.0
Nigeria	10	-	6	16	37.5	10	-	8	18	37.5
Norway	11	2	-	13	0.0	11	-	-	11	0.0
Oman	2	-	-	2	0.0	2	-	-	2	0.0
Pakistan	5	-	8	13	61.5	5	-	8	13	61.5
Panama	3	-	-	3	0.0	1	-	-	1	0.0
Papua New Guinea	2	-	-	2	0.0	2	-	-	2	0.0
Paraguay	1	-	-	1	0.0	1	-	-	1	0.0
Peru	13	-	4	17	23.5	13	-	4	17	23.5
Philippines	70	-	1	71	1.4	68	-	2	70	2.9
Poland	2	-	11	13	84.6	2	-	12	14	85.7
Portugal	2	1	2	5	40.0	2	1	2	5	40.0
Qatar	-	-	1	1	100.0	-	-	1	1	100.0
Republic of Korea	-	1	-	1	0.0	-	5	1	6	16.7
Republic of Moldova	-	-	-	-	0.0	-	-	-	-	0.0
Romania	1	2	2	5	40.0	1	2	1	4	25.0
Russian Federation	48	2	97	145	66.9	48	1	89	138	64.5
Rwanda	2	-	2	4	50.0	1	-	2	3	66.7
Saint Kitts & Nevis	1	-	1	2	50.0	1	-	1	2	50.0
Saint Lucia	1	-	3	4	75.0	1	-	3	4	75.0
Saint Vincent & Grnd	2	1	-	3	0.0	2	1	-	3	0.0
Samoa	1	-	1	2	50.0	1	-	1	2	50.0
San Marino	-	-	-	-	0.0	-	-	-	-	0.0
Sao Tome & Principe	-	-	-	-	0.0	-	-	-	-	0.0
Saudi Arabia	4	-	-	4	0.0	4	1	-	5	0.0
Senegal	10	-	5	15	33.3	9	-	6	15	40.0
Seychelles	2	-	-	2	0.0	2	-	-	2	0.0
Sierra Leone	9	-	6	15	40.0	8	-	5	13	38.5
Singapore	9	-	2	11	18.2	9	-	2	11	18.2
Slovakia	-	1	1	2	50.0	3	-	1	4	25.0
Slovenia	1	-	-	1	0.0	1	-	-	1	0.0
Solomon Islands	-	-	-	-	0.0	-	-	-	-	0.0
Somalia	8	-	1	9	11.1	7	-	1	8	12.5
South Africa	6	1	4	11	36.4	7	-	4	11	36.4
Spain	19	1	8	28	28.6	18	5	8	31	25.8
Sri Lanka	8	-	1	9	11.1	8	-	1	9	11.1

TABLE 5 (CONTINUED)

COUNTRY	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Sudan	6	-	2	8	25.0	6	-	2	8	25.0
Suriname	1	-	2	3	66.7	1	-	1	2	50.0
Swaziland	2	-	2	4	50.0	1	-	2	3	66.7
Sweden	17	-	7	24	29.2	18	-	6	24	25.0
Syrian Arab Republic	3	-	6	9	66.7	3	-	4	7	57.1
Tajikistan	-	-	-	-	0.0	-	-	-	-	0.0
Thailand	24	-	4	28	14.3	26	-	4	30	13.3
The former Yugoslav Rep. Macedonia	-	-	-	-	0.0	-	-	-	-	0.0
Togo	2	-	3	5	60.0	2	-	2	4	50.0
Trinidad and Tobago	15	-	3	18	16.7	16	-	4	20	20.0
Tunisia	16	-	1	17	5.9	16	-	1	17	5.9
Turkey	9	1	1	11	9.1	10	1	1	12	8.3
Turkmenistan	-	-	-	-	0.0	-	-	-	-	0.0
Uganda	9	-	5	14	35.7	9	-	5	14	35.7
Ukraine	13	-	11	24	45.8	13	-	9	22	40.9
United Arab Emirates	1	-	-	1	0.0	1	-	-	1	0.0
United Kingdom	69	-	14	83	16.9	67	-	16	83	19.3
United Rep. Tanzania	17	-	2	19	10.5	17	-	2	19	10.5
United States America	308	2	61	371	16.4	302	11	72	385	18.7
Uruguay	6	-	4	10	40.0	5	-	4	9	44.4
Uzbekistan	-	-	-	-	0.0	-	-	-	-	0.0
Vanuatu	-	-	-	-	0.0	-	-	-	-	0.0
Venezuela	8	-	-	8	0.0	7	-	1	8	12.5
Viet Nam	3	-	-	3	0.0	3	-	-	3	0.0
Yemen	9	-	-	9	0.0	9	-	-	9	0.0
Yugoslavia	8	-	3	11	27.3	7	-	2	9	22.2
Zaire	13	-	2	15	13.3	13	-	2	15	13.3
Zambia	8	-	1	9	11.1	8	-	1	9	11.1
Zimbabwe	4	-	2	6	33.3	4	-	3	7	42.9
SUBTOTAL	1 849	97	600	2 546	23.6	1 819	97	612	2 528	24.2
OTHERS										
Former Czechoslovakia a/	2	2	4	8	50.0	1	2	1	4	25.0
Stateless	3	-	2	5	40.0	3	-	2	5	40.0
Switzerland	10	-	4	14	28.6	9	-	4	13	30.8
SUBTOTAL	15	2	10	27	37.0	13	2	7	22	31.8
TOTAL	1 864	99	610	2 573	23.7	1 832	99	619	2 550	24.3

a/ Pending determination of nationality (Czech Republic or Slovakia).

TABLE 5A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1993 AND 30 JUNE 1994)

REGION	30/06/93					30/06/94				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	314	3	107	424	25.2	304	2	109	415	26.3
ASIA AND THE PACIFIC	313	28	74	415	17.8	318	27	76	421	18.1
EUROPE (EASTERN)	89	9	139	237	58.6	93	4	134	231	58.0
EUROPE (WESTERN)	455	36	117	608	19.2	449	37	118	604	19.5
LATIN AMERICA	164	14	44	222	19.8	161	11	46	218	21.1
MIDDLE EAST	98	3	31	132	23.5	93	3	29	125	23.2
N. AMERICA & CARIBBEAN	416	4	88	508	17.3	401	13	100	514	19.5
OTHERS	15	2	10	27	37.0	13	2	7	22	31.8
TOTAL	1 864	99	610	2 573	23.7	1 832	99	619	2 550	24.3

TABLE 8

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1993 - 30 JUNE 1994)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES										
Algeria	-	-	-	-	-	-	1	-	-	1
Argentina	-	-	1	-	-	-	-	-	-	1
Australia	-	-	-	-	1	-	-	-	-	1
Austria	-	-	1 (1)	-	-	-	-	-	-	1 (1)
Bangladesh	-	-	-	-	1	-	-	-	-	1
Belgium	-	-	-	-	1	-	1 (1)	-	-	2 (1)
Bolivia	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Brazil	-	-	-	-	-	-	-	1	-	1
Canada	-	-	-	-	1	2 (2)	2 (2)	-	-	5 (4)
China	-	-	-	-	-	1	1 (1)	-	-	2 (1)
Costa Rica	-	-	-	-	-	-	1 (1)	1	-	2 (1)
Denmark	1	-	-	-	-	1	-	-	-	2
Ecuador	1	-	-	-	-	-	-	-	-	1
Egypt	-	1	-	-	1	-	-	-	-	2
Finland	-	-	-	-	-	1 (1)	2 (2)	-	-	3 (3)
France	-	-	-	1	-	2	1	1	-	5
Georgia	-	-	-	-	-	-	1	-	-	1
Germany	-	-	-	-	-	-	6 (4)	4 (1)	-	10 (5)
Ghana	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Guinea	-	1	-	-	-	-	-	-	-	1
Hungary	-	-	-	-	-	-	1	-	-	1
India	-	-	-	-	1	-	-	-	-	1
Italy	-	-	-	-	-	-	1 (1)	4 (2)	-	5 (3)
Japan	-	1	-	-	-	-	3 (3)	4 (4)	-	8 (7)
Kenya	-	-	-	-	-	-	1	-	-	1
Liechtenstein	-	-	-	-	-	-	-	1	-	1
Mali	-	-	-	-	-	-	-	1	-	1
Mexico	-	1 (1)	-	-	-	2	1 (1)	-	-	4 (2)

TABLE 6 (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES (CONTINUED)										
Nepal	-	-	-	-	-	1	-	-	-	1
Netherlands	-	-	1 (1)	-	-	-	-	-	-	1 (1)
New Zealand	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nicaragua	-	-	-	-	-	-	-	1	-	1
Niger	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nigeria	-	-	-	-	-	1	-	-	-	1
Poland	-	-	-	-	1	-	-	-	-	1
Republic of Korea	-	-	-	-	-	-	-	5 (2)	-	5 (2)
Saudi Arabia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Sierra Leone	-	-	-	-	1	-	-	-	-	1
South Africa	-	-	-	-	-	-	1	-	-	1
Spain	-	-	-	-	-	-	-	6 (2)	-	6 (2)
Sweden	1	-	-	-	-	-	-	-	-	1
Trinidad and Tobago	-	-	-	-	-	1 (1)	-	-	-	1 (1)
United Kingdom	-	-	-	-	2	1	1	1	-	5
United States America	1	-	1	-	2 (1)	4 (2)	9 (3)	11 (7)	-	28 (13)
Zimbabwe	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	4	4 (1)	4 (2)	1	12 (1)	17 (6)	37 (21)	44 (21)	-	123 (52)
OTHERS										
Switzerland	-	-	-	-	-	1	-	-	-	1
SUBTOTAL	-	-	-	-	-	1	-	-	-	1
TOTAL	4	4 (1)	4 (2)	1	12 (1)	18 (6)	37 (21)	44 (21)	-	124 (52)

TABLE 8A

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1993 - 30 JUNE 1994)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	-	2	-	-	2	1	5 (1)	2 (1)	-	12 (2)
ASIA AND THE PACIFIC	-	1	-	-	3	2	4 (4)	10 (7)	-	20 (11)
EUROPE (EASTERN)	-	-	-	-	1	-	2	-	-	3
EUROPE (WESTERN)	2	-	2 (2)	1	3	5 (1)	12 (8)	17 (5)	-	42 (16)
LATIN AMERICA	1	1 (1)	1	-	-	2	3 (3)	3	-	11 (4)
MIDDLE EAST	-	-	-	-	-	-	-	1 (1)	-	1 (1)
N. AMERICA & CARIBBEAN	1	-	1	-	3 (1)	7 (5)	11 (5)	11 (7)	-	34 (18)
OTHERS	-	-	-	-	-	1	-	-	-	1
TOTAL	4	4 (1)	4 (2)	1	12 (1)	18 (8)	37 (21)	44 (21)	-	124 (52)

TABLE 7

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1993 - 30 JUNE 1994)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES											
Afghanistan	9	-	-	-	1	-	1	-	-	8	-
Albania	1	-	-	-	-	-	-	-	-	1	-
Algeria	18 (2)	-	1	1	2	-	2	-	-	17 (2)	-
Andorra	0	-	-	-	-	-	-	-	-	-	-
Angola	1	-	-	-	-	-	-	-	-	1	-
Antigua and Barbuda	4 (4)	-	-	-	2 (2)	-	2 (2)	-	-	2 (2)	-
Argentina	26 (9)	-	1	1	1	1	2	-	-	25 (9)	-
Armenia	0	-	-	-	-	-	-	-	-	-	-
Australia	31 (14)	-	1	1	1 (1)	1	2 (1)	-	-	30 (13)	-
Austria	21 (9)	-	1 (1)	1 (1)	-	3	3	-	-	19 (10)	-
Azerbaijan	0	-	-	-	-	-	-	-	-	-	-
Bahamas	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Bahrain	0	-	-	-	-	-	-	-	-	-	-
Bangladesh	13	-	1	1	-	-	-	-	-	14	-
Barbados	6 (4)	-	-	-	-	-	-	-	-	6 (4)	-
Belarus	13	-	-	-	-	-	-	-	-	13	-
Belgium	24 (6)	-	2 (1)	2 (1)	-	-	-	-	-	26 (7)	-
Belize	3 (2)	-	-	-	-	-	-	-	-	3 (2)	-
Benin	6 (1)	-	-	-	1 (1)	-	1 (1)	-	-	5 (0)	-
Bhutan	4	-	-	-	-	-	-	-	-	4	-
Bolivia	5 (0)	-	1 (1)	1 (1)	-	1	1	-	-	5 (1)	-
Bosnia and Herzegovina	0 (0)	-	-	-	-	-	-	+1 (+1)	-	1 (1)	-
Botswana	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Brazil	37 (14)	1	-	1	1	1	2	+1	-1 (-1)	36 (13)	-
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	-
Bulgaria	8	-	-	-	-	-	-	-	-	8	-
Burkina Faso	7 (1)	-	-	-	-	-	-	+1	-	8 (1)	-
Burundi	11 (2)	-	-	-	-	-	-	+1 (+1)	-1 (-1)	11 (2)	-
Cambodia	2	-	-	-	-	-	-	-	-	2	-
Cameroon	14 (3)	-	-	-	-	-	-	-	-	14 (3)	-

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Canada	58 (17)	-	5 (4)	5 (4)	6	4 (1)	10 (1)	+1 (+1)	-1 (-1)	53 (20)	-
Cape Verde	1	-	-	-	-	-	-	-	-	1	-
Central African Rep	4	-	-	-	-	-	-	-	-	4	-
Chad	3	-	-	-	-	-	-	-	-	3	-
Chile	27 (10)	-	-	-	-	-	-	+2 (+2)	-	29 (12)	-
China	43 (16)	-	2 (1)	2 (1)	-	1	1	-	-	44 (17)	-
Colombia	10 (1)	-	-	-	2	1	3	-	-	7 (1)	-
Comoros	2	-	-	-	-	-	-	-	-	2	-
Congo	5	-	-	-	1	-	1	-	-	4	-
Costa Rica	3 (0)	1	1 (1)	2 (1)	1	1	2	-	-	3 (1)	-
Cote d'Ivoire	12 (2)	-	-	-	-	-	-	-	-	12 (2)	-
Croatia	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
Cuba	10 (4)	-	-	-	-	-	-	+1	-1 (-1)	10 (3)	1
Cyprus	5	-	-	-	-	-	-	-	-	5	-
Czech Republic	5 (1)	-	-	-	-	-	-	+2	-	7 (1)	-
Democratic People's Rep Korea	0	-	-	-	-	-	-	-	-	-	-
Denmark	13 (4)	-	2	2	-	1	1	-	-	14 (4)	-
Djibouti	1	-	-	-	-	-	-	-	-	1	-
Dominica	1	-	-	-	-	-	-	-	-	1	-
Dominican Republic	7 (3)	-	-	-	-	-	-	-	-	7 (3)	-
Ecuador	4 (1)	-	1	1	-	-	-	-	-	5 (1)	-
Egypt	14 (2)	-	2	2	-	1	1	+2 (+2)	-	17 (4)	-
El Salvador	4	-	-	-	1	-	1	-	-	3	-
Equatorial Guinea	3	-	-	-	-	-	-	-	-	3	-
Eritrea	0	-	-	-	-	-	-	-	-	-	-
Estonia	0	-	-	-	-	-	-	-	-	-	-
Ethiopia	28 (8)	-	-	-	-	1	1	+1	-	28 (8)	-
Fiji	5 (1)	-	-	-	1	-	1	-	-	4 (1)	-
Finland	10 (2)	2 (2)	1 (1)	3 (3)	-	1	1	-	-	12 (5)	-
France	113 (48)	-	5	5	4 (2)	4	8 (2)	+3	-4 (-3)	109 (41)	-

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Gabon	2	-	-	-	-	-	-	-	-	2	-
Gambia	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Georgia	0	-	1	1	-	-	-	+1	-	2	-
Germany	128 (38)	6 (2)	4 (3)	10 (5)	3	4 (1)	7 (1)	+3 (+1)	-8 (-4)	126 (39)	-
Ghana	15 (1)	-	1 (1)	1 (1)	-	5 (1)	5 (1)	-	-	11 (1)	-
Greece	13 (6)	-	-	-	1	1 (1)	2 (1)	+1 (+1)	-2 (-2)	10 (4)	-
Grenada	3	-	-	-	-	1	1	-	-	2	-
Guatemala	7 (1)	-	-	-	-	-	-	+1	-1	7 (1)	-
Guinea	6 (1)	-	1	1	-	-	-	-	-	7 (1)	-
Guinea-Bissau	1	-	-	-	-	-	-	-	-	1	-
Guyana	16 (7)	-	-	-	2	-	2	+2 (+1)	-1	15 (8)	-
Haiti	6 (4)	-	-	-	-	-	-	-	-	6 (4)	-
Honduras	3	-	-	-	-	-	-	-	-	3	-
Hungary	7 (2)	-	1	1	-	-	-	+1	-4 (-1)	5 (1)	-
Iceland	7 (1)	-	-	-	-	-	-	+2	-	9 (1)	-
India	42 (10)	-	1	1	3	1	4	+2 (+1)	-1	40 (11)	-
Indonesia	6 (2)	-	-	-	-	1	1	-	-	5 (2)	-
Iran (Islamic Republic of)	19 (6)	-	-	-	1	1	2	+2 (+2)	-1	18 (8)	-
Iraq	12 (2)	-	-	-	3 (1)	-	3 (1)	+1	-	10 (1)	-
Ireland	15 (4)	-	-	-	2	1	3	-	-	12 (4)	-
Israel	15 (5)	-	-	-	1	1 (1)	2 (1)	+2 (+1)	-1	14 (5)	-
Italy	65 (24)	4 (2)	1 (1)	5 (3)	5 (2)	1	6 (2)	+7	-3	68 (25)	-
Jamaica	18 (7)	-	-	-	1	-	1	-	-	17 (7)	-
Japan	86 (41)	6 (6)	2 (1)	8 (7)	1	3	4	+2 (+1)	-1 (-1)	91 (48)	-
Jordan	15 (1)	-	-	-	1	2 (1)	3 (1)	+1 (+1)	-	13 (1)	-
Kazakhstan	0	-	-	-	-	-	-	-	-	-	-
Kenya	12 (2)	-	1	1	-	-	-	-	-	13 (2)	-
Kuwait	0	-	-	-	-	-	-	-	-	-	-

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	-
Lao People's Dem Rep	1	-	-	-	-	-	-	-	-	1	-
Latvia	0	-	-	-	-	-	-	-	-	-	-
Lebanon	20 (5)	-	-	-	2	-	2	+2 (+1)	-	20 (6)	-
Lesotho	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
Liberia	8 (3)	-	-	-	-	-	-	-	-	8 (3)	-
Libyan Arab Jamahiriya	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
Liechtenstein	0	1	-	1	-	-	-	-	-	1	-
Lithuania	0	-	-	-	-	-	-	-	-	-	-
Luxembourg	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
Madagascar	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Malawi	10 (1)	-	-	-	-	-	-	-	-	10 (1)	-
Malaysia	15 (3)	-	-	-	-	1	1	-	-	14 (3)	-
Maldives	0	-	-	-	-	-	-	-	-	-	-
Mali	10	-	1	1	1	-	1	-	-	10	-
Malta	6	-	-	-	1	-	1	-	-	5	-
Marshall Islands	0	-	-	-	-	-	-	-	-	-	-
Mauritania	6	-	-	-	-	-	-	-	-	6	-
Mauritius	11	-	-	-	2	-	2	-	-	9	-
Mexico	24 (11)	1	3 (2)	4 (2)	-	-	-	+1 (+1)	-1 (-1)	28 (13)	-
Micronesia (Fed. States of)	0	-	-	-	-	-	-	-	-	-	-
Monaco	0	-	-	-	-	-	-	-	-	-	-
Mongolia	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Morocco	11 (4)	-	-	-	1	-	1	-	-	10 (4)	-
Mozambique	1	-	-	-	-	1	1	-	-	-	-
Myanmar	8	-	-	-	-	-	-	+1	-1	8	-
Namibia	0	-	-	-	-	-	-	-	-	-	-
Nepal	8	-	1	1	2	-	2	-	-	7	-
Netherlands	38 (4)	-	1 (1)	1 (1)	-	1	1	+2 (+1)	-3 (-1)	35 (5)	-
New Zealand	12 (5)	1 (1)	-	1 (1)	1 (1)	-	1 (1)	-	-	12 (5)	-
Nicaragua	7 (5)	1	-	1	1	1 (1)	2 (1)	+1 (+1)	-1 (-1)	8 (4)	-
Niger	4 (2)	-	1 (1)	1 (1)	-	-	-	-	-	5 (3)	-

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TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Nigeria	18 (1)	-	1	1	-	1	1	-	-	18 (1)	-
Norway	13 (7)	-	-	-	3 (1)	-	3 (1)	+1	-	11 (6)	-
Oman	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
Pakistan	13 (3)	-	-	-	-	-	-	-	-	13 (3)	-
Panama	3	-	-	-	2	-	2	-	-	1	-
Papua New Guinea	2	-	-	-	-	-	-	-	-	2	-
Paraguay	1	-	-	-	-	-	-	-	-	1	-
Peru	17 (8)	-	-	-	-	-	-	-	-	17 (8)	-
Philippines	71 (41)	-	-	-	1 (1)	-	1 (1)	+1	-1 (-1)	70 (39)	-
Poland	13	-	1	1	-	-	-	-	-	14	-
Portugal	5 (2)	-	-	-	-	-	-	-	-	5 (2)	-
Qatar	1	-	-	-	-	-	-	-	-	1	-
Republic of Korea	1 (1)	4 (2)	1	5 (2)	-	-	-	-	-	6 (3)	-
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	-
Romania	5	-	-	-	-	1	1	-	-	4	-
Russian Federation	145 (13)	-	-	-	-	8	8	-	-1	138 (13)	-
Rwanda	4 (1)	-	-	-	1	-	1	-	-	3 (1)	-
Saint Kitts & Nevis	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
Saint Lucia	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
Saint Vincent & Grnd	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
Samoa	2	-	-	-	-	-	-	-	-	2	-
San Marino	0	-	-	-	-	-	-	-	-	-	-
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	4 (4)	1 (1)	-	1 (1)	-	-	-	-	-	5 (5)	-
Senegal	15 (5)	-	-	-	1	-	1	+1 (+1)	-	15 (6)	-
Seychelles	2	-	-	-	-	-	-	-	-	2	-
Sierra Leone	15 (4)	-	1	1	1	2 (1)	3 (1)	-	-	13 (3)	-
Singapore	11 (7)	-	-	-	1	-	1	+1	-	11 (7)	-
Slovakia	2	-	-	-	-	-	-	+2	-	4	-
Slovenia	1	-	-	-	-	-	-	-	-	1	-

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Solomon Islands	0	-	-	-	-	-	-	-	-	-	-
Somalia	9 (2)	-	-	-	1	-	1	-	-	8 (2)	-
South Africa	11 (3)	-	1	1	-	1	1	+2	-2	11 (3)	-
Spain	28 (12)	5 (1)	1 (1)	6 (2)	1	1	2	+1	-2 (-1)	31 (13)	-
Sri Lanka	9 (2)	-	-	-	-	-	-	-	-	9 (2)	-
Sudan	8	-	-	-	-	-	-	-	-	8	-
Suriname	3 (2)	-	-	-	1 (1)	-	1 (1)	-	-	2 (1)	-
Swaziland	4 (2)	-	-	-	1 (1)	-	1 (1)	-	-	3 (1)	-
Sweden	24 (7)	-	1	1	-	2	2	+1	-	24 (7)	-
Syrian Arab Republic	9	-	-	-	-	2	2	-	-	7	
Tajikistan	0	-	-	-	-	-	-	-	-	-	-
Thailand	28 (15)	-	-	-	1	-	1	+3 (+2)	-	30 (17)	-
The former Yugoslav Rep. Macedonia	0	-	-	-	-	-	-	-	-	-	-
Togo	5	-	-	-	-	1	1	-	-	4	-
Trinidad and Tobago	18 (8)	-	1 (1)	1 (1)	-	-	-	+1 (+1)	-	20 (10)	-
Tunisia	17 (1)	-	-	-	-	-	-	-	-	17 (1)	-
Turkey	11 (3)	-	-	-	-	-	-	+1	-	12 (3)	-
Turkmenistan	0	-	-	-	-	-	-	-	-	-	-
Uganda	14 (4)	-	-	-	-	-	-	-	-	14 (4)	-
Ukraine	24 (2)	-	-	-	-	2 (1)	2 (1)	-	-	22 (1)	-
United Arab Emirates	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
United Kingdom	83 (31)	1	4	5	3 (1)	3 (1)	6 (2)	+1 (+1)	-	83 (30)	-
United Rep Tanzania	19 (6)	-	-	-	1	-	1	+1	-	19 (6)	-
United States America	371 (173)	10 (6)	18 (7)	28 (13)	14 (8)	7 (1)	21 (9)	+10 (+9)	-3 (-2)	385 (184)	-
Uruguay	10 (2)	-	-	-	1	-	1	-	-	9 (2)	-
Uzbekistan	0	-	-	-	-	-	-	-	-	-	-
Vanuatu	0	-	-	-	-	-	-	-	-	-	-
Venezuela	8 (5)	-	-	-	1 (1)	-	1 (1)	+1	-	8 (4)	-
Viet Nam	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Yemen	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Yugoslavia	11 (1)	-	-	-	1	-	1	-	-1 (-1)	9 (0)	-
Zaire	15 (2)	-	-	-	-	-	-	-	-	15 (2)	-
Zambia	9	-	-	-	-	-	-	-	-	9	-
Zimbabwe	8 (1)	-	1	1	-	-	-	-	-	7 (1)	-
SUBTOTAL	2 548 (797)	45 (23)	78 (29)	123 (52)	98 (24)	77 (11)	173 (35)	+9 (+4)	-3 (-1)	415 (825)	1
OTHERS											
Former Czechoslovakia d/	8 (1)	-	-	-	-	-	-	-	-4	4 (1)	-
Stateless	5 (1)	-	-	-	-	-	-	-	-	5 (1)	-
Switzerland	14 (5)	-	1	1	-	1 (1)	1 (1)	+1 (+1)	-2 (-2)	13 (3)	-
SUBTOTAL	27 (7)	-	1	1	-	1 (1)	1 (1)	+1 (+1)	-6 (-2)	22 (5)	-
TOTAL	2 573 (804)	45 (23)	79 (29)	124 (52)	98 (24)	78 (12)	174 (36)	+80 (+35)	-53 (-25)	2 550 (830)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

d/ Pending determination of nationality (Czech Republic or Slovakia).

TABLE 7A

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1993 - 30 JUNE 1994)

REGION	NUMBER OF STAFF 30/06/93	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/ +	OTHER STAFF CHANGES b/ -	NUMBER OF STAFF 30/06/94	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
AFRICA	424 (74)	-	12 (2)	12 (2)	14 (2)	13 (2)	27 (4)	+9 (+4)	-3 (-1)	415 (75)	-
ASIA AND THE PACIFIC	415 (163)	11 (9)	9 (2)	20 (11)	12 (3)	8	20 (3)	+10 (+4)	-4 (-2)	421 (173)	-
EUROPE (EASTERN)	237 (21)	-	3	3	1	9 (1)	10 (1)	+7 (+1)	-6 (-2)	231 (19)	-
EUROPE (WESTERN)	608 (204)	19 (7)	23 (9)	42 (16)	23 (8)	23 (3)	46 (9)	+22 (+4)	-22 (-11)	604 (204)	-
LATIN AMERICA	222 (78)	4	7 (4)	11 (4)	12 (2)	6 (1)	18 (3)	+8 (+4)	-5 (-4)	218 (79)	1
MIDDLE EAST	132 (29)	1 (1)	-	1 (1)	9 (1)	6 (2)	15 (3)	+9 (+5)	-2	125 (32)	-
N. AMERICA & CARIBBEAN	508 (228)	10 (6)	24 (12)	34 (18)	25 (10)	12 (2)	37 (12)	+14 (+12)	-5 (-3)	514 (243)	-
OTHERS	27 (7)	-	1	1	-	1 (1)	1 (1)	+1 (+1)	-6 (-2)	22 (5)	-
TOTAL	2 573 (804)	45 (23)	79 (29)	124 (52)	98 (24)	78 (12)	174 (38)	+80 (+35)	-53 (-25)	2 550 (830)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
MEMBER STATES							
Algeria	3	-	2	1	1	-	4
Argentina	27 (13)	8 (3)	11 (6)	7 (3)	5 (2)	-	29 (14)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	3 (1)	-	2 (1)	-	-	-	2 (1)
Belarus	6	-	2	4	-	-	6
Belgium	14 (6)	2	5 (3)	6 (2)	1 (1)	-	14 (6)
Benin	1	-	1	-	-	-	1
Bolivia	1 (1)	-	1 (1)	-	-	-	1 (1)
Bulgaria	1	-	1	-	-	-	1
Canada	12 (5)	-	2 (1)	7 (3)	2 (1)	-	11 (5)
Chile	16 (8)	4 (1)	8 (5)	3 (2)	1	-	16 (8)
China	128 (31)	18 (2)	43 (10)	66 (18)	1 (1)	-	128 (31)
Colombia	7 (6)	2 (1)	2 (2)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Cote d'Ivoire	1	-	-	1	-	-	1
Cuba	4 (1)	-	2 (1)	1	-	-	3 (1)
Ecuador	2 (1)	-	2 (1)	-	-	-	2 (1)
Egypt	89 (22)	15 (1)	35 (7)	29 (10)	2 (1)	-	81 (19)
France	112 (75)	22 (12)	51 (34)	36 (26)	4 (3)	-	113 (75)
Germany	3 (2)	1 (1)	1 (1)	-	-	-	2 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	-	1 (1)	-	-	1 (1)
Guyana	3 (2)	-	1 (1)	1	-	-	2 (1)
Iraq	1	-	1	-	-	-	1
Ireland	2 (1)	-	1	-	1 (1)	-	2 (1)
Israel	2	-	1	1	-	-	2
Italy	2 (1)	-	1	-	-	-	1 (0)
Jamaica	3 (3)	-	1 (1)	2 (2)	1 (1)	-	4 (4)
Jordan	5 (1)	3	-	-	1	-	4 (0)

TABLE 8 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
MEMBER STATES (CONTINUED)							
Lebanon	9 (5)	1	1 (1)	6 (3)	2 (1)	-	10 (5)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	1	-	-	-	1
Mexico	5 (3)	1	2 (2)	1 (1)	-	-	4 (3)
Morocco	3	-	-	2	1	-	3
Netherlands	2 (1)	-	-	1	-	-	1 (0)
New Zealand	1	-	-	-	-	-	0
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	-	-	1 (1)
Peru	8 (4)	1	4 (3)	4 (2)	-	-	9 (5)
Russian Federation	133 (5)	13	40 (1)	74 (3)	1	-	128 (4)
Senegal	6	1	1	4	-	-	6
Spain	30 (9)	5 (1)	12 (2)	9 (6)	5 (1)	-	31 (10)
Sudan	6	1	2	2	-	-	5
Sweden	0	-	-	1 (1)	-	-	1 (1)
Syrian Arab Republic	22 (6)	2 (1)	9 (1)	10 (4)	1	-	22 (6)
Trinidad and Tobago	2 (1)	1	1 (1)	-	-	-	2 (1)
Tunisia	13 (1)	-	7 (1)	7	-	-	14 (1)
Ukraine	6	-	-	6	-	-	6
United Kingdom	69 (32)	18 (5)	40 (21)	10 (3)	1 (1)	-	67 (30)
United States America	86 (48)	13 (8)	32 (15)	33 (23)	7 (5)	-	85 (49)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	1	-	6 (3)
Yemen	1	-	-	1	-	-	1
Zimbabwe	1	-	-	-	-	-	0
SUBTOTAL	867 (302)	131 (38)	334 (125)	345 (118)	39 (19)	-	849 (298)
OTHERS							
Palestine	2	-	-	1	-	-	1
Stateless	1	-	1	-	-	-	1
Switzerland	10 (6)	1	5 (4)	2 (2)	-	-	8 (6)
SUBTOTAL	13 (8)	1	6 (4)	3 (2)	-	-	10 (6)
TOTAL	880 (308)	132 (38)	340 (129)	348 (120)	39 (19)	-	859 (304)

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TABLE 8A

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

REGION	NUMBER OF STAFF 30/06/93	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
AFRICA	127 (24)	17 (1)	50 (8)	48 (11)	4 (1)	-	119 (21)
ASIA AND THE PACIFIC	131 (32)	18 (2)	45 (11)	66 (18)	1 (1)	-	130 (32)
EUROPE (EASTERN)	146 (5)	13	43 (1)	84 (3)	1	-	141 (4)
EUROPE (WESTERN)	237 (128)	46 (19)	113 (62)	63 (38)	12 (7)	-	234 (126)
LATIN AMERICA	80 (42)	17 (7)	34 (22)	23 (13)	7 (2)	-	81 (44)
MIDDLE EAST	40 (12)	6 (1)	12 (2)	18 (7)	4 (1)	-	40 (11)
N. AMERICA & CARIBBEAN	106 (59)	14 (6)	37 (19)	43 (28)	10 (7)	-	104 (60)
OTHERS	13 (6)	1	6 (4)	3 (2)	-	-	10 (6)
TOTAL	880 (308)	132 (36)	340 (129)	348 (120)	39 (19)	-	859 (304)

TABLE 9

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
MEMBER STATES											
Afghanistan	1										0
Albania	0	-	-	-	-	-	1	-	-	-	1
Argentina	0	-	-	-	-	-	1	-	-	-	1
Australia	3	-	-	-	-	1	4	3	1	-	9
Austria	0	-	-	-	-	-	-	1	-	-	1
Bangladesh	1	-	-	1	-	-	-	-	-	-	1
Belgium	1	-	-	-	-	-	-	1	-	-	1
Benin	1										0
Bolivia	1	-	-	-	-	-	-	1	-	-	1
Brazil	2 (1)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)
Bulgaria	3	-	-	-	-	-	2	1	-	-	3
Burkina Faso	1										0
Burundi	1										0
Canada	10 (4)	-	-	1	-	-	2	2	2 (1)	-	7 (1)
Chad	0	-	-	-	-	-	1	-	-	-	1
Chile	5 (2)	-	-	-	-	1	1 (1)	1 (1)	2	1	6 (2)
China	1 (1)	-	-	-	-	-	3 (1)	-	-	-	3 (1)
Colombia	1 (1)	-	-	-	-	1 (1)	-	2 (1)	-	-	3 (2)
Cote d'Ivoire	0 (0)	-	-	-	-	-	-	1	1 (1)	-	2 (1)
Cyprus	1	-	-	-	1	-	-	-	-	-	1
Denmark	1 (1)	-	-	-	-	-	-	1 (1)	1	-	2 (1)
Dominican Republic	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Ecuador	0	-	-	-	-	-	-	1	-	-	1
Egypt	0	-	-	-	-	-	-	3	-	-	3
El Salvador	1										0
Ethiopia	2	-	-	-	-	-	2	2	-	-	4
Fiji	1	-	-	-	-	-	1	-	-	-	1
Finland	0 (0)	-	-	-	-	1	1 (1)	1	1	1	5 (1)
France	9 (2)	-	1	-	-	1	3 (2)	1 (1)	2	1 (1)	9 (4)
Germany	4 (3)	-	-	-	-	-	1 (1)	2 (1)	1 (1)	-	4 (3)
Ghana	5	-	1	-	-	-	1	2	1	1	6
Greece	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Grenada	1	1	-	-	-	-	-	-	-	-	1

TABLE 9 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
MEMBER STATES (CONTINUED)											
Guinea	0 (0)	-	-	-	-	-	1	-	-	1 (1)	2 (1)
Guinea-Bissau	0	-	-	-	1	-	1	-	1	-	3
Guyana	0 (0)	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Haiti	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Hungary	0	-	-	-	-	-	-	1	1	-	2
Iceland	1	-	-	-	-	-	1	-	1	-	2
India	1	-	-	-	-	-	2	3	2	-	7
Indonesia	1	-	-	-	-	-	-	-	1	-	1
Ireland	4 (1)	-	1	-	-	1	1	1	1	-	5 (0)
Israel	0	-	-	-	-	-	-	1	-	-	1
Italy	8 (1)	1	-	-	-	-	-	3 (2)	5	1 (1)	10 (3)
Jamaica	1 (1)	-	-	-	-	-	-	-	-	1 (1)	1 (1)
Japan	3	1	-	-	-	-	-	-	-	-	1
Jordan	0	-	-	-	-	-	-	-	1	1	2
Kazakhstan	1										0
Kenya	0 (0)	-	-	-	-	-	-	3 (1)	-	-	3 (1)
Liberia	0	-	-	-	-	-	2	-	-	-	2
Malaysia	1	-	1	-	-	-	1	-	-	-	2
Mali	0	1	-	-	-	-	-	1	-	-	2
Mexico	0	-	-	-	-	-	-	1	-	-	1
Myanmar	2 (0)	-	-	-	-	-	1 (1)	1	1	-	3 (1)
Nepal	2	-	1	-	-	-	-	-	-	-	1
Netherlands	2 (1)	-	-	-	-	-	1	2	1	1 (1)	5 (1)
New Zealand	0	-	-	-	-	-	-	-	2	-	2
Nigeria	0 (0)	-	1	1	-	-	1	-	2 (1)	-	5 (1)
Norway	1 (0)	-	1	-	-	-	-	2 (1)	-	-	3 (1)
Pakistan	1	-	-	-	-	-	1	1	-	-	2
Panama	0	-	-	-	-	-	-	1	-	-	1
Paraguay	1	-	-	-	-	1	-	-	-	-	1
Peru	3	-	-	1	-	-	-	4	3	-	8
Philippines	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Poland	4	-	1	-	-	-	7	-	-	-	8
Portugal	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Republic of Korea	0 (0)	-	-	-	-	-	-	-	2 (2)	-	2 (2)

TABLE 9 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/93	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
MEMBER STATES (CONTINUED)											
Russian Federation	5	-	-	-	-	-	4	3	-	-	7
Sao Tome and Principe	1 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Sierra Leone	1 (0)	-	-	-	1	-	3 (1)	1	-	-	5 (1)
Somalia	0	-	-	-	-	-	1	-	-	-	1
Spain	6 (1)	-	-	-	-	1	3	-	2 (1)	-	6 (1)
Sri Lanka	3	-	-	-	-	-	-	1	-	-	1
Sudan	1	-	-	-	-	-	3	1	-	-	4
Sweden	2	-	-	-	1	-	2	-	-	-	3
Thailand	0	-	-	-	-	-	-	-	1	-	1
Togo	0	-	-	-	-	-	1	-	-	-	1
Tunisia	1 (1)										0 (0)
Turkey	1										0
Uganda	0 (0)	-	-	-	-	-	-	2 (1)	-	-	2 (1)
United Kingdom	9 (4)	-	-	-	1	3 (1)	5 (1)	9 (3)	4 (1)	-	22 (6)
United States America	24 (9)	-	-	-	1	-	10 (3)	13 (3)	4 (2)	2	30 (8)
Uruguay	4 (1)	-	-	1	-	-	-	1 (1)	-	-	2 (1)
Venezuela	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Viet Nam	0	-	-	-	-	-	-	1	-	-	1
Yugoslavia	3	-	-	-	-	-	-	2	-	-	2
Zaire	0	-	-	-	-	1	-	1	-	-	2
Zambia	1	-	-	-	-	-	-	1	-	-	1
Zimbabwe	1	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	155 (35)	4	8	5	6	13 (3)	77 (13)	92 (21)	51 (14)	11 (5)	267 (56)
OTHERS											
Former Czechoslovakia a/	0	-	-	-	-	-	1	1	-	-	2
Switzerland	2	-	-	-	-	-	-	1	-	1	2
SUBTOTAL	2	-	-	-	-	-	1	2	-	1	4
TOTAL	157 (35)	4	8	5	6	13 (3)	78 (13)	94 (21)	51 (14)	12 (5)	271 (56)

a/ Pending determination of nationality (Czech Republic or Slovakia).

Table 9A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1994)

REGION	NUMBER OF STAFF 30/06/93	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/94
AFRICA	18 (1)	1	2	1	2	1	17 (1)	19 (2)	6 (3)	2 (1)	51 (7)
ASIA AND THE PACIFIC	20 (1)	1	2	1	-	1	13 (2)	10	11 (3)	-	39 (5)
EUROPE (EASTERN)	16	-	1	-	-	-	14	7	1	-	23
EUROPE (WESTERN)	46 (14)	1	3	-	2	7 (1)	18 (5)	24 (9)	21 (5)	4 (3)	80 (23)
LATIN AMERICA	18 (5)	-	-	2	-	3 (1)	3 (2)	18 (7)	5	1	30 (10)
MIDDLE EAST	3 (9)	-	-	-	1	-	- (3)	1 (3)	1 (2)	1	4 (8)
N. AMERICA & CARIBBEAN	38 (14)	1	-	1	1	1 (1)	12 (3)	15 (3)	6 (3)	3 (1)	40 (11)
OTHERS	2	-	-	-	-	-	1	2	-	1	4
TOTAL	157 (35)	4	8	5	6	13 (3)	78 (13)	94 (21)	51 (14)	12 (5)	271 (58)

Table 10
Weighted* and unweighted distribution of posts subject to geographical distribution and actual staff position in points by nationality

(As at 30 June 1994)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	2-14	8.52	8	120-966	456	801
Albania	.01%	2-14	8.10	1	90-966	427	56
Algeria	.16%	4-14	8.91	17	287-966	624	1,553
Andorra	.01%	2-14	8.02	0	85-966	421	0
Angola	.01%	2-14	8.27	1	102-966	439	89
Antigua and Babuda	.01%	2-[illegible]	8.02	2	85-966	421	113
Argentina	.57%	10-[illegible]	15.16	25	725-1397	1,061	1,886
Armenia	.13%	3-14	7.89	0	218-966	552	0
Australia	1.51%	[illegible]4-34	28.72	30	1675-2347	2,011	2,100
Austria	[illegible]%	12-22	17.20	19	868-1540	1,204	1,383
Azerbaijan	.22%	5-14	9.32	0	316-988	652	0
Bahamas	.02%	2-14	8.17	1	98-966	432	85
Bahrain	.03%	2-14	8.33	0	108-966	443	0
Bangladesh	.01%	4-14	9.00	14	294-966	630	1,119
Barbados	.01%	2-14	8.02	0	85-966	422	432
Belarus	.48%	8-18	13.25	13	591-1263	928	797
Belgium	1.06%	17-27	21.85	28	1194-1868	1,530	1,946
Belize	.01%	2-14	8.02	3	85-966	422	185
Benin	.01%	2-14	8.14	5	94-966	430	375
Bhutan	.01%	2-14	8.06	4	88-966	424	214
Bolivia	.01%	2-14	8.19	5	97-966	433	348
Bosnia And Herzegovina	.04%	2-14	8.57	1	123-966	460	69
Botswana	.01%	2-14	8.05	1	87-966	424	44
Brazil	1.59%	28-38	33.18	36	1975-2671	2,323	2,196
Brunei Darussalam	.03%	2-14	8.32	0	106-966	443	0
Bulgaria	.13%	3-14	8.01	8	224-966	581	571
Burkina Faso	.01%	2-14	8.25	8	101-966	438	628
Burundi	.01%	2-14	8.16	11	95-966	432	690
Cambodia	.01%	2-14	8.21	2	101-966	437	186
Cameroon	.01%	2-14	8.32	14	106-966	443	918
Canada	3.11%	45-61	52.75	53	3140-4246	3,693	3,880
Cape Verde	.01%	2-14	8.03	1	85-966	422	69
Central African Rep	.01%	2-14	8.10	4	90-966	427	214
Chad	.01%	2-14	8.17	3	95-966	432	209
Chile	.08%	3-14	7.39	29	181-966	518	1,970
China	.77%	40-54	48.71	44	2780-3760	3,270	3,397
Colombia	.13%	4-14	8.63	7	268-966	604	503
Comoros	.01%	2-14	8.03	2	86-966	422	112
Congo	.01%	2-14	8.08	4	89-966	425	278
Costa Rica	.01%	2-14	8.10	3	90-966	427	189
Cote d'Ivoire	.02%	2-14	8.49	12	118-966	455	751
Croatia	.13%	3-14	7.92	2	218-966	554	178
Cuba	.09%	3-14	7.47	10	187-966	523	529
Cyprus	.02%	2-14	8.18	5	98-966	433	508
Czech Republic	.37%	7-16	11.62	7	477-1149	813	461
Democratic People's Rep. Korea	.05%	2-14	7.17	0	166-966	502	0
Denmark	.65%	11-20	15.65	14	759-1431	1,096	1,005
Djibouti	.01%	2-14	8.03	1	86-966	422	44
Dominica	.01%	2-14	8.02	1	85-966	421	85
Dominican Republic	.02%	2-14	35	7	108-966	445	448
Ecuador	.03%	2-14	8.58	5	124-966	481	418
Egypt	.07%	3-14	8.29	17	244-966	580	1,403
El Salvador	.01%	2-14	8.15	3	94-966	431	234
Equatorial Guinea	.01%	2-14	8.03	3	86-966	422	156
Eritrea	.01%	2-14	8.08	0	89-966	426	0
Estonia	.07%	2-14	8.95	0	150-966	486	0
Ethiopia	.01%	3-14	7.34	26	177-966	514	1,500
Fiji	.01%	2-14	8.04	4	86-966	423	346
Finland	.57%	10-19	14.46	12	676-1348	1,012	818
France	6.00%	82-111	98.38	109	5735-7759	8,748	7,879
Gabon	.02%	2-14	8.19	2	97-966	433	100
Gambia	.01%	2-14	8.04	7	87-966	423	580
Georgia	.21%	4-14	9.12	2	302-974	639	112
Germany	8.93%	119-162	140.46	126	8359-11309	9,835	8,808
Ghana	.01%	2-14	8.42	11	113-966	449	994
Greece	.35%	7-16	11.32	10	458-1128	793	721
Grenada	.01%	2-14	8.02	2	85-966	421	100
Guatemala	.02%	2-14	8.41	7	112-966	449	556
Guinea	.01%	2-14	8.17	7	96-966	432	578
Guinea-Bissau	.01%	2-14	8.04	1	87-966	423	44

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Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Guyana	.01%	2-14	8.04	15	88-966	423	1,194
Haiti	.01%	2-14	8.19	6	97-966	433	525
Honduras	.01%	2-14	8.15	3	94-966	431	158
Hungary	.18%	4-14	8.79	5	279-966	618	258
Iceland	.03%	2-14	8.32	9	106-966	443	581
India	.36%	28-38	33.09	40	1969-2663	2,317	2,630
Indonesia	.16%	8-18	12.86	5	564-1236	900	366
Iran (Islamic Republic of)	.77%	14-24	18.85	18	983-1656	1,319	1,462
Iraq	.13%	3-14	8.29	10	244-966	580	770
Ireland	.18%	4-14	8.63	12	268-966	604	877
Israel	.23%	5-14	9.41	14	323-995	659	822
Italy	4.29%	60-82	70.97	68	4223-5713	4,969	4,408
Jamaica	.01%	2-14	8.08	17	89-966	426	1,131
Japan	12.45%	186-223	193.80	91	11534-15804	13,569	5,624
Jordan	.01%	2-14	8.13	13	92-966	429	887
Kazakhstan	.35%	7-16	11.48	0	487-1139	804	0
Kenya	.01%	2-14	8.70	13	133-966	469	983
Kuwait	.25%	5-14	9.62	0	337-1009	673	0
Kyrgyzstan	.06%	2-14	8.87	0	145-966	481	0
Lao People's Dem Rep	.01%	2-14	8.13	1	93-966	429	85
Latvia	.13%	3-14	7.86	0	214-966	551	0
Lebanon	.01%	2-14	8.09	20	90-966	428	1,478
Lesotho	.01%	2-14	8.06	7	88-966	425	434
Liberia	.01%	2-14	8.08	8	89-966	426	543
Libyan Arab Jamahiriya	.24%	5-14	9.55	6	332-1004	668	472
Liechtenstein	.01%	2-14	8.02	1	85-966	421	44
Lithuania	.15%	3-14	8.19	0	237-966	573	0
Luxembourg	.06%	2-14	8.77	4	137-966	474	225
Madagascar	.01%	2-14	8.34	9	107-966	444	639
Malawi	.01%	2-14	8.24	10	100-966	437	740
Malaysia	.12%	3-14	8.12	14	232-966	569	1,137
Maldives	.01%	2-14	8.02	0	85-966	422	0
Mali	.01%	2-14	8.28	10	102-966	439	667
Malta	.01%	2-14	8.03	5	86-966	422	471
Marshall Islands	.01%	2-14	8.02	0	85-966	421	0
Mauritania	.01%	2-14	8.07	8	88-966	425	417
Mauritius	.01%	2-14	8.04	9	87-966	423	782
Mexico	.88%	16-26	21.16	28	1145-1817	1,482	1,918
Micronesia (Fed. States of)	.01%	2-14	8.02	0	85-966	422	0
Monaco	.01%	2-14	8.02	0	85-966	421	0
Mongolia	.01%	2-14	8.08	1	88-966	425	58
Morocco	.03%	2-14	8.95	10	150-966	487	761
Mozambique	.01%	2-14	8.39	0	111-966	448	0
Myanmar	.01%	2-14	7.11	8	161-966	496	403
Namibia	.01%	2-14	8.06	0	87-966	424	0
Nepal	.01%	2-14	8.53	7	121-966	457	472
Netherlands	1.50%	24-33	28.52	35	1660-2332	1,997	2,330
New Zealand	.24%	5-14	9.52	12	330-1002	666	854
Nicaragua	.01%	2-14	8.12	6	92-966	429	347
Niger	.01%	2-14	8.22	5	99-966	436	350
Nigeria	.20%	7-17	11.75	18	486-1158	823	1,296
Norway	.55%	9-19	14.14	11	664-1326	990	545
Oman	.03%	2-14	8.36	2	108-966	445	193
Pakistan	.06%	5-15	9.78	13	347-1019	683	1,141
Panama	.02%	2-14	8.23	1	100-966	436	44
Papua New Guinea	.01%	2-14	8.11	2	91-966	428	112
Paraguay	.02%	2-14	8.28	1	103-966	440	69
Peru	.06%	3-14	7.31	17	175-966	512	1,345
Philippines	.07%	4-14	8.51	70	259-966	596	4,303
Poland	.47%	9-19	13.79	14	829-1301	986	986
Portugal	.20%	4-14	9.08	5	299-971	636	338
Qatar	.05%	2-14	8.63	1	127-966	484	58
Republic of Korea	.69%	12-22	17.19	8	887-1539	1,204	266
Republic of Moldova	.15%	3-14	8.20	0	238-966	574	0
Romania	.17%	4-14	8.95	4	290-966	627	267
Russian Federation	6.71%	93-126	109.13	138	8495-8787	7,641	9,273
Rwanda	.01%	2-14	8.21	3	98-966	435	187
Saint Kitts and Nevis	.01%	2-14	8.02	2	85-966	421	100
Saint Lucia	.01%	2-14	8.02	4	85-966	422	238
Saint Vincent	.01%	2-14	8.02	3	85-966	422	158

Table 10 (continued)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Samoa	.01%	2-14	8.02	2	86-966	422	112
San Marino	.01%	2-14	8.02	0	86-966	421	0
Sao Tome and Principe	.01%	2-14	8.02	0	86-966	422	0
Saudi Arabia	.98%	18-25	20.53	5	1101-1773	1,437	383
Senegal	.01%	2-14	8.21	15	98-966	435	1,042
Seychelles	.01%	2-14	8.02	2	86-966	421	125
Sierra Leone	.01%	2-14	8.13	13	92-966	429	1,000
Singapore	.12%	3-14	7.72	11	204-966	541	780
Slovakia	.18%	4-14	8.67	4	271-966	607	189
Slovania	.03%	2-14	7.35	1	171-966	508	85
Solomon Islands	.01%	2-14	8.03	0	86-966	422	0
Somalia	.01%	2-14	8.25	8	101-966	438	585
South Africa	.41%	8-18	12.96	11	570-1242	907	863
Spain	1.98%	31-42	36.23	31	2156-2916	2,537	1,924
Sri Lanka	.01%	2-14	8.45	9	115-966	451	643
Sudan	.01%	2-14	8.70	8	133-966	489	573
Suriname	.01%	2-14	8.03	2	86-966	422	125
Swaziland	.01%	2-14	8.04	3	86-966	423	187
Sweden	1.11%	18-27	22.57	24	1243-1915	1,580	1,881
Syrian Arab Republic	.04%	2-14	8.79	7	139-966	475	509
Tajikistan	.05%	2-14	8.74	0	136-966	472	0
Thailand	.11%	4-14	8.93	30	289-966	625	1,739
The former Yugoslav Rep Macedonia	.01%	2-14	8.07	0	88-966	425	0
Togo	.01%	2-14	8.11	4	91-966	428	278
Trinidad and Tobago	.05%	2-14	8.64	20	129-966	465	1,286
Tunisia	.03%	2-14	8.52	17	120-966	457	1,459
Turkey	.27%	7-16	11.35	12	458-1130	795	960
Turkmenistan	.06%	2-14	8.85	0	143-966	480	0
Uganda	.01%	2-14	8.49	14	116-966	454	1,073
Ukraine	1.87%	30-40	34.91	22	2078-2810	2,444	1,449
United Arab Emirates	.21%	4-14	9.02	1	295-967	631	69
United Kingdom	5.02%	70-94	81.83	83	4870-6588	5,729	5,955
United Rep Tanzania	.01%	2-14	8.72	19	134-966	470	1,520
United States America	25.00%	328-441	383.42	385	22819-30871	26,846	27,817
Uruguay	.04%	2-14	8.54	9	121-966	458	872
Uzbekistan	.25%	5-15	10.11	0	371-1043	708	0
Vanuatu	.01%	2-14	8.02	0	86-966	422	0
Venezuela	.49%	9-18	13.85	8	619-1291	956	822
Viet Nam	.01%	3-14	7.75	3	206-966	542	189
Yemen	.01%	2-14	8.29	9	104-966	441	707
Yugoslavia	.18%	4-14	8.50	9	259-966	595	568
Zaire	.01%	2-14	7.02	15	155-966	492	1,069
Zambia	.01%	2-14	8.23	9	100-966	437	655
Zimbabwe	.01%	2-14	8.28	7	103-966	440	486

* Weighted by starting salary as follows:

Grade	No. of staff	%	Base 2,700	X	$ G.P.A. *	=	Points
USG	19	.75	20.3		148.3		3,010.5
ASG	18	.71	19.2		134.5		2,582.4
D-2	75	2.94	78.4		109.4		8,686.4
D-1	232	9.10	245.7		96.3		23,660.9
P-5	497	19.49	528.2		84.5		44,463.9
P-4	727	28.51	769.8		69.0		53,118.2
P-3	611	23.98	648.9		55.8		36,097.0
P-2	369	14.47	390.7		44.4		17,347.1
P-1	2	.08	2.2		33.3		73.3
	2550	100.01	2,700.4				189,037.7

Average weight per post 70.01 points (189,037.7 / 2,700)

Membership factor 75,610.8 points (1,080.00 x 70.01) 40.0%

Population factor 9,451.4 points (135.00 x 70.01) 5.0%

Contribution factor 103,975.5 points (189,037.7 - 75,610.8 - 9,451.4) 55.0%

* Gross per annum

C. OTHER TABLES

TABLE 11
WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1993)

ORGANIZATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF WOMEN STAFF
UNITED NATIONS	4	15	35	171	384	399	272	42	1 322	4 085	32.4
UNDP	2	7	21	85	101	136	122	54	528	1 519	34.8
UNICEF	1	2	10	48	100	143	58	8	366	1 529	23.9
UNHCR	1	0	3	12	39	24	58	15	152	464	32.8
UNITAR	0	0	0	1	1	0	2	0	4	16	25.0
UNRWA	0	0	2	1	2	7	6	0	18	135	13.3
ITC	0	0	0	1	6	5	5	0	17	67	25.4
ICSC	0	0	1	0	3	0	3	0	7	19	36.8
UNU	0	0	0	0	1	0	3	0	4	20	20.0
ICJ	0	0	0	0	1	0	4	0	5	17	29.4
ILO a/	1	2	7	25	74	89	25	0	203	756	26.9
FAO	0	1	4	27	71	94	86	3	286	1 399	19.0
UNESCO	1	1	11	39	64	96	83	20	295	944	31.3
WHO	0	4	10	73	84	79	31	4	285	1 125	25.3
PAHO	0	0	4	6	18	17	14	5	84	187	34.2
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 339	4 719	28.4
IMF b/	-	-	-	-	-	-	-	-	357	995	35.9
ICAO	0	0	0	6	16	20	20	0	62	304	20.4
UPU	0	0	0	0	4	12	0	0	16	93	17.2
ITU	0	0	1	2	13	18	6	1	39	280	13.9
WFP	1	2	6	3	13	15	9	0	49	175	28.0
WMO	0	1	0	3	12	11	0	0	27	135	20.0
IMO	0	0	1	1	15	6	6	0	29	109	26.6
WIPO	0	0	0	3	13	9	9	1	35	145	24.1
IFAD	0	0	1	6	12	10	3	1	33	131	25.2
UNIDO	0	1	0	6	38	31	19	0	97	396	24.5
IAEA	0	0	3	12	23	50	19	0	107	729	14.7
ICITO/GATT	0	0	0	12	21	18	7	0	58	178	31.8
TOTAL*	11	36	120	543	1 129	1 265	830	152	5 782	20 669	28.0

a/ Including figures of women staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of women staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organizations applying the United Nations common system of salaries and allowances.

* Statistics on ITU is as of 31 December 1992.

TABLE 12

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(AS AT 30 JUNE 1994)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	1	-	3	1	1	2	2	3	3	2	3	-	3	2	-	-	-	10	18	28	38.5
OLA	-	1	-	-	1	3	-	9	7	8	7	9	5	10	7	9	-	-	27	49	76	35.5
DPKO	-	1	-	2	1	3	2	3	2	7	1	4	3	1	2	1	-	-	11	22	33	33.3
DPA	-	1	1	-	1	9	3	15	10	19	17	22	11	9	10	5	-	-	53	80	133	39.8
DHA	-	1	-	-	-	3	-	5	2	11	3	7	1	2	2	1	-	-	8	30	38	21.1
OOSMS	-	1	-	-	-	5	1	8	7	18	17	24	14	12	1	1	-	-	40	70	110	36.4
DPCSD	-	1	1	-	1	5	2	11	7	14	9	17	7	8	5	5	1	-	33	59	92	35.9
DESIPA	-	1	-	-	-	4	1	11	11	19	16	28	10	21	10	16	1	-	49	100	149	32.9
SAPP	1	-	-	-	-	-	1	-	-	1	1	-	2	1	-	-	-	-	5	2	7	71.4
DPI b/	-	-	-	1	-	4	2	10	13	20	28	34	42	33	24	22	-	-	109	124	233	46.8
ECA	-	1	-	-	-	-	1	13	3	33	9	41	14	40	6	12	-	-	33	140	173	19.1
ECLAC	-	1	-	-	-	1	-	11	4	19	11	31	13	23	7	15	-	-	35	101	136	25.7
ECE	-	1	-	-	1	-	1	5	1	16	6	21	6	21	3	11	-	-	18	75	93	19.4
ESCAP	-	1	-	-	1	-	-	8	1	21	9	33	10	21	9	10	-	-	30	94	124	24.2
ESCWA	-	1	-	-	1	-	-	4	2	12	5	22	5	6	1	3	-	-	14	48	62	22.6
UNCTAD a/	-	-	-	-	1	3	3	23	6	43	9	42	17	36	12	18	-	-	48	163	211	22.7
UNEP a/	1	-	-	-	-	1	-	3	2	4	3	5	1	1	2	4	-	-	9	18	27	33.3
UNCHS a/	-	-	-	-	-	1	-	2	1	5	2	9	2	8	2	1	-	-	7	24	31	22.6
UNCS	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2	2	0.0
AM	-	1	-	-	-	1	3	5	6	10	8	14	7	3	3	5	-	-	27	39	66	40.9
AMIAD	-	-	-	-	-	1	-	1	1	3	3	10	1	5	2	8	-	-	7	28	35	20.0
AMOCS	-	-	-	1	-	3	5	4	2	2	4	4	5	3	4	1	-	-	20	18	38	52.6
AMOPPBF	-	-	-	1	1	3	1	6	8	8	21	12	10	13	7	7	-	-	48	50	98	49.0
AMOHRM	-	-	-	-	2	-	2	3	8	8	10	12	10	9	11	5	-	-	43	37	80	53.8
AMOGS	-	-	-	1	1	1	-	5	3	12	7	11	5	16	6	11	-	-	22	57	79	27.8
MISSION	-	-	-	4	1	2	-	12	1	20	10	18	9	15	6	6	-	-	27	77	104	26.0
UNCC	-	-	-	1	-	1	-	-	-	2	-	4	-	3	-	-	-	-	-	11	11	0.0
UNOG	-	1	-	1	-	2	3	8	6	10	9	12	15	18	12	17	-	-	45	69	114	39.5
HR	-	1	-	1	-	-	-	2	1	5	5	12	3	7	3	-	-	-	12	28	40	30.0
UNOV	-	1	-	-	-	3	1	4	2	15	10	17	5	16	8	7	-	-	26	65	91	28.6
INTORG c/	-	-	-	-	-	-	-	2	1	3	1	1	-	2	-	2	-	-	2	10	12	16.7
UNJSPF	-	-	-	-	-	-	-	2	1	4	3	2	7	5	1	-	-	-	12	13	25	48.0
SPTASN	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	0.0
TOTAL	2	17	2	18	14	61	34	198	122	375	248	481	240	371	168	201	2		830	1 720	2 550	32.6

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the secretariats of CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1994)

DEPARTMENT OR OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
OPA	1	-	-	1	-	1	-	-	-	-	1	2	3	33.3
OPCSD	1	-	1	-	3	1	-	-	-	-	5	1	6	83.3
OPI	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
ECA	-	1	-	2	2	3	1	-	-	-	3	6	9	33.3
ECLAC	-	-	1	1	2	1	-	-	-	-	3	2	5	60.0
ECE	-	-	-	-	1	-	1	-	-	-	2	-	2	100.0
ESCAP	-	1	2	3	2	11	2	-	-	-	6	15	21	28.6
ESCWA	-	1	1	2	1	2	-	-	-	-	2	5	7	28.6
UNCTAD	-	2	-	1	1	-	-	-	-	-	1	3	4	25.0
UNEP	-	-	1	4	-	-	-	-	-	-	1	4	5	20.0
UNCHS	-	-	-	1	-	-	-	1	-	-	-	2	2	0.0
AMDCS	25	60	77	122	74	133	12	15	-	-	188	330	518	36.3
AMDHRM	-	-	-	-	1	-	1	1	-	-	2	1	3	66.7
MISSION	-	1	1	4	2	7	-	-	-	-	3	12	15	20.0
UNOG	9	29	42	62	26	66	2	3	-	-	79	160	239	33.1
UNOV	-	1	3	8	3	3	-	-	-	-	6	12	18	33.3
TOTAL	36	96	129	211	120	228	19	20			304	555	859	35.4

TABLE 12 (CONTINUED)

C. PROFESSIONAL AND HIGHER LEVEL STAFF
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1994)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	1	-	3	1	1	2	2	3	3	2	3	1	3	2	-	-	-	11	16	27	40.7
OLA	-	1	-	-	1	3	-	9	7	8	7	9	5	10	7	9	-	-	27	49	76	35.5
DPKO	-	1	-	2	1	3	2	3	2	7	1	4	3	1	2	1	-	-	11	22	33	33.3
DPA	-	1	1	-	1	9	3	15	11	19	17	23	11	10	10	5	-	-	54	82	136	39.7
DHA	-	1	-	-	-	3	-	5	2	11	3	7	1	2	2	1	-	-	8	30	38	21.1
DCSMS	-	1	-	-	-	6	1	8	7	18	17	24	14	12	1	1	-	-	40	70	110	36.4
DPCSD	-	1	1	-	1	5	2	11	8	14	10	17	10	7	5	5	1	-	38	60	98	38.8
DESIPA	-	1	-	-	-	4	1	11	11	19	16	28	10	21	10	16	1	-	48	100	149	32.9
SAPP	1	-	-	-	-	-	1	-	-	1	1	-	2	1	-	-	-	-	5	2	7	71.4
DPI b/	-	-	-	1	-	4	2	10	13	20	28	34	43	33	24	22	-	-	110	124	234	47.0
ECA	-	1	-	-	-	-	1	13	3	34	9	43	16	43	7	12	-	-	36	146	182	19.8
ECLAC	-	1	-	-	-	1	-	11	4	19	12	32	15	24	7	15	-	-	38	103	141	27.0
ECE	-	1	-	-	1	-	1	5	1	16	6	21	7	21	4	11	-	-	20	75	95	21.1
ESCAP	-	1	-	-	1	-	-	8	1	22	11	36	12	32	11	10	-	-	36	109	145	24.8
ESCWA	-	1	-	-	1	-	-	4	2	3	8	24	6	8	1	3	-	-	16	53	69	23.2
UNCTAD a/	-	-	-	-	1	3	3	23	6	45	9	43	18	36	12	16	-	-	49	166	215	22.8
UNEP a/	1	-	-	-	-	1	-	3	2	4	4	9	1	1	2	4	-	-	10	22	32	31.3
UNCHS a/	-	-	-	-	-	1	-	2	1	5	2	10	2	6	2	2	-	-	7	26	33	21.2
UNCS	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2	2	0.0
AM	-	1	-	-	-	1	3	5	6	10	8	14	7	3	3	5	-	-	27	39	66	40.9
AMIAD	-	-	-	-	-	1	-	1	1	3	3	10	1	5	2	8	-	-	7	28	35	20.0
AMOCS	-	-	-	1	-	3	5	4	27	62	81	126	79	136	16	16	-	-	208	348	556	37.4
AMOPPBF	-	-	-	1	1	3	1	6	5	8	21	12	10	13	7	7	-	-	48	50	98	49.0
AMOHRM	-	-	-	-	2	-	2	3	8	8	10	12	11	9	12	6	-	-	45	38	83	54.2
AMOGS	-	-	-	1	1	1	-	5	3	12	7	11	5	16	6	11	-	-	22	57	79	27.8
MISSION	-	-	-	4	1	2	-	12	1	21	11	22	11	22	6	6	-	-	30	89	119	25.2
UNCC	-	-	-	1	-	1	-	-	-	2	-	4	-	3	-	-	-	-	-	11	11	0.0
UNOG	-	1	-	1	-	2	3	8	15	39	51	74	41	84	14	20	-	-	124	229	353	35.1
UNIR	-	1	-	1	-	-	-	2	1	5	5	12	3	7	3	-	-	-	12	28	40	30.0
UNOV	-	1	-	-	-	3	1	4	2	16	13	25	8	21	8	7	-	-	32	77	109	29.4
INTORG c/	-	-	-	-	-	-	-	2	1	3	1	1	-	2	-	2	-	-	2	10	12	16.7
UNJSPF	-	-	-	-	-	-	-	2	1	4	3	2	7	5	1	-	-	-	12	13	25	48.0
SPTASN	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	0.0
TOTAL	2	17	2	16	14	61	34	198	158	471	375	692	360	598	187	221	2	1	134	2 275	3 409	33.3

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the secretariats of CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

(AS AT 30 JUNE 1994)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS */				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	39	81.3	9	18.8	48	-	0.0	-	0.0	-
OLA	81	91.0	8	9.0	89	-	0.0	-	0.0	-
DPKO	42	91.3	4	8.7	46	-	0.0	12	100.0	12
DPA	149	89.2	18	10.8	167	-	0.0	2	100.0	2
DHA	46	90.2	5	9.8	51	-	0.0	-	0.0	-
DDSMS	167	83.1	34	16.9	201	-	0.0	-	0.0	-
DPCSD	84	90.3	9	9.7	93	1	100.0	-	0.0	1
DESIPA	113	70.6	47	29.4	160	-	0.0	-	0.0	-
SAPP	4	80.0	1	20.0	5	-	0.0	-	0.0	-
DPI b/	320	62.9	189	37.1	509	5	23.8	16	76.2	21
ECA	187	48.1	202	51.9	389	1	100.0	-	0.0	1
ECLAC	228	55.5	183	44.5	411	1	50.0	1	50.0	2
ECE	63	75.9	20	24.1	83	-	0.0	-	0.0	-
ESCAP	249	56.1	195	43.9	444	-	0.0	-	0.0	-
ESCWA	85	47.8	93	52.2	178	-	0.0	-	0.0	-
UNCTAD a/	140	82.4	30	17.6	170	-	0.0	-	0.0	-
UNEP a/	320	65.6	168	34.4	488	2	100.0	-	0.0	2
UNCHS a/	129	58.1	93	41.9	222	-	0.0	1	100.0	1
UNCS	12	19.7	49	80.3	61	-	0.0	-	0.0	-
AM	115	74.2	40	25.8	155	-	0.0	15	100.0	15
AMIAD	17	89.5	2	10.5	19	-	0.0	-	0.0	-
AMOCS	331	58.2	238	41.8	569	-	0.0	-	0.0	-
AMOPPBF	121	70.3	51	29.7	172	-	0.0	-	0.0	-
AMOHRM	123	78.8	33	21.2	156	18	90.0	2	10.0	20
AMOGS	207	48.3	222	51.7	429	9	4.7	181	95.3	190
OIT	1	100.0	-	0.0	1	-	0.0	-	0.0	-
FS	267	59.3	183	40.7	450	58	20.2	229	79.8	287
MISSION	344	28.0	885	72.0	1 229	41	7.9	479	92.1	520
UNCC	11	57.9	8	42.1	19	-	0.0	-	0.0	-
UNOG	419	48.1	452	51.9	871	22	84.6	4	15.4	26
HR	33	91.7	3	8.3	36	-	0.0	-	0.0	-
UNCED	5	83.3	1	16.7	6	-	0.0	-	0.0	-
UNOV	171	51.8	159	48.2	330	-	0.0	1	100.0	1
INTORG c/	17	81.0	4	19.0	21	-	0.0	-	0.0	-
UN/ISPF	39	60.0	26	40.0	65	-	0.0	-	0.0	-
TOTAL	4 679	56.1	3 664	43.9	8 343	158	14.4	943	85.6	1 101

* Including Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants.

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the secretariats of CCAQ, ICC, ACCIS and JIU.

ANNEX II

GROUPINGS OF MEMBER STATES

A. Groupings by major geographical region

AFRICA

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Djibouti
Egypt
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

ASIA AND THE PACIFIC

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

EUROPE (Eastern)

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Hungary
Kazakhstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

EUROPE (Western)

Andorra
Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great Britain and Northern Ireland

LATIN AMERICA

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

MIDDLE EAST

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

NORTH AMERICA AND THE CARIBBEAN

Antigua and Barbuda	Dominica	Saint Lucia
Bahamas	Grenada	Saint Vincent and the Grenadines
Barbados	Guyana	Trinidad and Tobago
Belize	Jamaica	United States of America
Canada	Saint Kitts and Nevis	

OTHER NATIONALITIES

Palestine	Switzerland	Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in North America and the Caribbean except Canada and the United States; all countries in the Middle East except Turkey and Cyprus; plus Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia.

2. Other countries

All countries in Western Europe; all countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia; plus Australia, Canada, Cyprus, Japan, New Zealand, Turkey and the United States.